

**SOLICITATION, OFFER AND AWARD**

1. THIS CONTRACT IS A RATED ORDER UNDER DPAS (15 CFR 700)

MAIN

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1 92

2. CONTRACT NUMBER  
HSSCCG-08-R-00009

3. SOLICITATION NUMBER  
HSSCCG-08-R-00003

4. TYPE OF SOLICITATION  
 SEALED BID (IFB)  
 NEGOTIATED (RFI)

5. DATE ISSUED  
4/10/2008

6. REQUISITION/PURCHASE NUMBER

7. ISSUED BY CODE  
USCIS Contracting Office  
70 Kimball Avenue  
South Burlington, VT 05403

8. ADDRESS OFFER TO (If other than item 7)

NOTE: In sealed bid solicitations "offer" and "offeror" mean "bid" and "bidder".

**SOLICITATION**

9. Sealed offers in original and 1 copies for furnishing the supplies or services in the Schedule will be received at the place specified in item 8, or if hand-carried, in the depository located in See Paragraph L.7 until 02:01 local time 07/25/08

CAUTION: Late Submissions, Modifications, and Withdrawals: See Section L, Provision No. 52.214-7 or 52.215-1. All offers are subject to all terms and conditions contained in this solicitation.

10. FOR INFORMATION CALL: A. NAME: Ned R. Ross  
B. TELEPHONE (NO COLLECT CALLS): AREA CODE: 802, NUMBER: 872-4111, EXT.:  
C. E-MAIL ADDRESS: ned.ross@dhs.gov

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| (X)                   | SEC. | DESCRIPTION                           | PAGE(S) | (X)  | SEC. | DESCRIPTION  | PAGE(S) |
|-----------------------|------|---------------------------------------|---------|--|------|--|---------|
| PART I - THE SCHEDULE |      |                                       |         | PART II - CONTRACT CLAUSES                               |      |  |         |
| X                     | A    | SOLICITATION/CONTRACT FORM            | 31      | X  | I    | CONTRACT CLAUSES   | 8       |
| X                     | B    | SUPPLIES OR SERVICES AND PRICES/COSTS | 5       | PART III - LIST OF DOCUMENTS, EXHIBITS AND OTHER ATTACH. |      |  |         |
| X                     | C    | DESCRIPTION/SPECS./WORK STATEMENT     | 17      | X  | J    | LIST OF ATTACHMENTS  | 25      |
| X                     | D    | PACKAGING AND MARKING                 | 1       | PART IV - REPRESENTATIONS AND INSTRUCTIONS               |      |  |         |
| X                     | E    | INSPECTION AND ACCEPTANCE             | 1       | X  | K    | REPRESENTATIONS, CERTIFICATIONS AND OTHER STATEMENTS OF OFFERORS |         |
| X                     | F    | DELIVERIES OR PERFORMANCE             | 2       | X  | L    | INSTRS., CONDS., AND NOTICES TO OFFERORS                         |         |
| X                     | G    | CONTRACT ADMINISTRATION DATA          | 1       | X  | M    | EVALUATION FACTORS FOR AWARD                                     |         |
| X                     | H    | SPECIAL CONTRACT REQUIREMENTS         | 2       |  |      |  |         |

**OFFER (Must be fully completed by offeror)**

NOTE: Item 12 does not apply if the solicitation includes the provisions at 52.214-16, Minimum Bid Acceptance Period.

12. In compliance with the above, the undersigned agrees, if this offer is accepted within 90 calendar days (80 calendar days unless a different period is inserted by the offeror) from the date for receipt of offers specified above, to furnish any or all items upon which prices are offered at the price set opposite each item, delivered at the designated point(s), within the time specified in the schedule.

13. DISCOUNT FOR PROMPT PAYMENT (See Section L, Clause No. 52.232-7)  
 10 CALENDAR DAYS (%)     20 CALENDAR DAYS (%)     30 CALENDAR DAYS (%)     CALENDAR DAYS (%)

14. ACKNOWLEDGMENT OF AMENDMENTS (The offeror acknowledges receipt of amendments to the SOLICITATION for offerors and related documents numbered and dated):

| AMENDMENT NO. | DATE    | AMENDMENT NO. | DATE |
|---------------|---------|---------------|------|
| 0001          | 4/30/08 |               |      |
| 0002          | 7/18/08 |               |      |

15A. NAME AND ADDRESS OF OFFEROR  
CODE: 4TEK0 FACILITY:  
Alutiq Business Services, LLC  
3909 Arctic Blvd., Suite 400  
Anchorage, AK 99503-5710

16. NAME AND TITLE OF PERSON AUTHORIZED TO SIGN OFFER (Type or print)  
Jerald Price  
Vice President, EMS/LE Division

15B. TELEPHONE NUMBER  
AREA CODE: 907, NUMBER: 222-9500, EXT.:

15C. CHECK IF REMITTANCE ADDRESS IS DIFFERENT FROM ABOVE - ENTER SUCH ADDRESS IN SCHEDULE.

17. SIGNATURE  
*Jerald L Price*

18. OFFER DATE  
7/18/08

**AWARD (To be completed by Government)**

19. ACCEPTED AS TO ITEMS NUMBERED  
0001 - 0011

20. AMOUNT  
\$0.00

21. ACCOUNTING AND APPROPRIATION  
See Schedule

22. AUTHORITY FOR USING OTHER THAN FULL AND OPEN COMPETITION:  
 10 U.S.C. 2304(c)     41 U.S.C. 253(c) ( 5 )

23. SUBMIT INVOICES TO ADDRESS SHOWN IN (4 copies unless otherwise specified) ITEM 7

24. ADMINISTERED BY (If other than item 7) CODE:  
25. PAYMENT WILL BE MADE BY: DFC  
Dallas Finance Center  
PO Box 561547  
Dallas, TX 75256-1547

26. NAME OF CONTRACTING OFFICER (Type or print)  
Laura B. Zuchowski

27. UNITED STATES OF AMERICA  
*Laura B. Zuchowski*  
Contracting Officer

28. AWARD DATE  
8/13/2008

IMPORTANT - Award will be made on this Form, or on Standard Form 25, or by other authorized official written notice.

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STANDARD FORM 33 (REV. 9-87)  
Prescribed by GSA - FAR (48 CFR) 53.214(c)

**SOLICITATION, OFFER AND AWARD**

1 THIS CONTRACT IS A RATED ORDER UNDER DPAB (15 CFR 700)

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|  |  |  |                             |                              |
|--|--|--|-----------------------------|------------------------------|
| 2 CONTRACT NUMBER<br>HSSCCG-DR-D-00009   | 3 SOLICITATION NUMBER<br>HSSCCG-08-R 00003 | 4 TYPE OF SOLICITATION<br>SEALED BID (IFB)<br><input checked="" type="checkbox"/> NEGOTIATED (RFP) | 5 DATE ISSUED<br>04/10/2008 | 6 REQUESTION/PURCHASE NUMBER |
| 7 ISSUED BY<br>USCIS Contracting Office<br>Department of Homeland Security<br>70 Kimball Avenue<br>South Burlington VT 05403 | CODE<br>CIS                                | 8 ADDRESS OFFER TO (if other than Item 7)  |                             |                              |

NOTE: In sealed bid solicitations "offer" and "offeror" mean "bid" and "bidder".

**SOLICITATION**

9. Sealed offers in original and \_\_\_\_\_ copies for furnishing the supplies or services in the Schedule will be received at the place specified in Item 8 or if none stated, in the depository located in \_\_\_\_\_ until \_\_\_\_\_ (Hour) \_\_\_\_\_ (Date)

CAUTION: LATE Submissions, Modifications, and Withdrawals: See Section I, Provision No. 62.214-7 or 52.215-1. All offers are subject to all terms and conditions contained in this solicitation.

|                           |                           |  |   |
|---------------------------|---------------------------|--|---|
| 10. FOR INFORMATION CALL: | A. NAME<br>Kristie Nestle | B. TELEPHONE (NO COLLECT CALLS)<br>AREA CODE NUMBER EXT.<br>802 872-4111 | C. E-MAIL ADDRESS<br>Kristie.Nestle@ghs.gov |
|---------------------------|---------------------------|--|---|

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| X                     | F   | DELIVERIES OR PERFORMANCE             | 1       | L   | INSTR. CONTR. AND NOTICES TO OFFERORS                            |                     |         |
| X                     | G   | CONTRACT ADMINISTRATION DATA          | 1       | M   | EVALUATION FACTORS FOR AWARD                                     |                     |         |
| X                     | H   | SPECIAL CONTRACT REQUIREMENTS         | 2       |   |  |                     |         |

**OFFER (Must be fully completed by offeror)**

NOTE: Item 13 does not apply if the solicitation includes the provisions of 62.214-9, Unlimited Bid Acceptance Period.

17. In compliance with the above, the undersigned agrees, if this offer is accepted within \_\_\_\_\_ calendar days (90 calendar days unless a different period is inserted by the offeror) from the date the receipt of offers specified above, to furnish any or all items upon which prices are offered at the price set opposite each item, delivered at the designated point(s), within the time specified in the schedule.

|   |                      |                      |                      |                   |
|---|----------------------|----------------------|----------------------|-------------------|
| 13. DISCOUNT FOR PROMPT PAYMENT<br>(See Section I, Clause No. 52.232.8) | 10 CALENDAR DAYS (%) | 20 CALENDAR DAYS (%) | 30 CALENDAR DAYS (%) | CALENDAR DAYS (%) |
|---|----------------------|----------------------|----------------------|-------------------|

|   |               |      |               |      |
|---|---------------|------|---------------|------|
| 14. ACKNOWLEDGEMENT OF AMENDMENTS<br>(The offeror acknowledges receipt of amendments to the SOLICITATION for offerors and related documents numbered and dated) | AMENDMENT NO. | DATE | AMENDMENT NO. | DATE |
|---|---------------|------|---------------|------|

|   |                       |          |  |
|---|-----------------------|----------|--|
| 15A. NAME AND ADDRESS OF OFFEROR<br>ALUTIIQ BUSINESS SERVICES LLC<br>3909 ARCTIC BLVD SUITE 400<br>ANCHORAGE AK 995035710 | CODE<br>7950219680000 | FACILITY | 16. NAME AND TITLE OF PERSON AUTHORIZED TO SIGN OFFER<br>(Type or print) |
|---|-----------------------|----------|--|

|  |   |              |               |
|--|---|--------------|---------------|
| 15B. TELEPHONE NUMBER<br>AREA CODE NUMBER EXT. | 15C. CHECK IF PERMITTANCE ADDRESS IS DIFFERENT FROM ABOVE - FMTFR<br>SUCH ADDRESS IN SCHEDULE | 17 SIGNATURE | 18 OFFER DATE |
|--|---|--------------|---------------|

**AWARD (To be completed by government)**

|   |   |  |
|---|---|--|
| 0001 - 0011 IS ACCEPTED AS TO ILLUS NUMBERED  | 20. AMOUNT<br>\$0.00  | 21. ACCOUNTING AND APPROPRIATION<br>See schedule |
| 22. AUTHORITY FOR USING OTHER THAN FULL AND OPEN COMPETITION:<br>19 U.S.C. 2304 (a) 1 ) X 41 U.S.C. 253 (a) 5 ) | 23. SUBMIT INVOICES TO ADDRESS SHOWN IN (4 copies unless otherwise specified) | ITEM 7   |
| 24. ADMINISTERED BY (if other than Item 7)<br>See Schedule G  | 25. PAYMENT WILL BE MADE BY<br>See Schedule G                                 | CODE DFC   |
| 26. NAME OF CONTRACTING OFFICER (Type or print)<br>Laura B. Zuchowski   | 27. UNITED STATES OF AMERICA  | 28. AWARD DATE                                   |

(Signature of Contracting Officer)

IMPORTANT - Award will be made on this Form, or on Standard Form 26, or by other authorized official written notice.  
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STANDARD FORM 33 (Rev. 8-97)  
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CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
HSSCCG-08 D-00009

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NAME OF OFFEROR OR CONTRACTOR  
ACTIITIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)   | QUANTITY<br>(C)  | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|--|--|-------------|-------------------|---------------|
|                 | DUNS Number: 795021968+0000<br>Discount Terms:<br>Net 30<br>Admin Office:<br>USCIS Contracting Office<br>Department of Homeland Security<br>70 Kimball Avenue<br>South Burlington VT 05403<br>Delivery Location Code: HQOSI<br>Department of Homeland Security<br>US Citizenship & Immigration Svcs<br>Office of Security & Investigations<br>111 MASS AVE, NW<br>Washington DC 20529<br>FOB: Destination<br>Period of Performance: 08/13/2008 to 08/12/2009 |  |             |                   |               |
| 0001            | Personnel Security - Perform Personnel Security services in accordance with Section C, Statement of Work (SOW), Paragraph 7.A. and individual task orders. The estimated hours (EST) under this CLIN during the base period is [redacted] hours which includes possible overtime hours.<br>Amount: [redacted]<br>Obligated Amount: \$0.00<br>Accounting Info:<br>Funded: \$0.00  | 1  | EA          | 0.00              |               |
| (b)(4)          | 0001A  | ABS Senior Personnel Security Specialist - VT (Base)               |             |                   |               |
| (b)(4)          | 0001B  | ABS Senior Personnel Security Specialist - VT (OT)                 |             |                   |               |
|                 | 0001C  | Inquiries Senior Personnel Security Specialist - DC (Base)         |             |                   |               |
|                 | 0001D  | Inquiries Senior Personnel Security Specialist - DC (OT)           |             |                   |               |
|                 | 0001E  | Inquiries Personnel Security Specialist - VT (Base)                |             |                   |               |
|                 | 0001F  | Inquiries Personnel Security Specialist - VT (OT)                  |             |                   |               |
|                 | 0001G  | Inquiries Personnel Security Specialist - DC (Base)                |             |                   |               |
|                 | 0001H  | Inquiries Personnel Security Specialist - DC (OT)<br>Continued ... |             |                   |               |

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NAME OF OFFEROR OR CONTRACTOR  
ALUTIIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(D)   | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |        |    |      |  |
|-----------------|--|-----------------|-------------|-------------------|---------------|--------|----|------|--|
| 0001I           | Inquiries Security Analyst - VT (Base)   | (b)(4)          |             |                   |               |        |    |      |  |
| 0001J           | Inquiries Security Analyst - VT (OT)   |                 |             |                   |               |        |    |      |  |
| 0001K           | Inquiries Program Support Analyst VT (Base)  |                 |             |                   |               |        |    |      |  |
| 0001L           | Inquiries Program Support Analyst - VT (OT)  |                 |             |                   |               |        |    |      |  |
| 0001M           | Inquiries Administrative Specialist I - VT (Base)  |                 |             |                   |               |        |    |      |  |
| 0001N           | Inquiries Administrative Specialist I - VT (OT)  |                 |             |                   |               |        |    |      |  |
| 0001O           | Inquiries Administrative Specialist II - VT (Base)   |                 |             |                   |               |        |    |      |  |
| 0001P           | Inquiries Administrative Specialist II - VT (OT)   |                 |             |                   |               |        |    |      |  |
| 0001Q           | Inquiries Administrative Specialist III - VT (Base)  |                 |             |                   |               |        |    |      |  |
| 0001R           | Inquiries Administrative Specialist III - VT (OT)  |                 |             |                   |               |        |    |      |  |
| 0002            | Administrative Security - Perform Administrative Security support in accordance with Section C, SOW, Paragraph 7.B. and individual task orders. The estimated hours (EST) under this CLIN during the base period is [redacted] hours which includes possible overtime hours.<br>Amount: [redacted] |                 |             |                   |               | 1      | EA | 0.00 |  |
| 0002A           | ABS Senior Security Analyst - DC (Base)  |                 |             |                   |               | (b)(4) |    |      |  |
| 0002B           | ABS Senior Security Analyst - DC (OT)  |                 |             |                   |               |        |    |      |  |
| 0002C           | ABS Information Assurance - DC (Base)  |                 |             |                   |               |        |    |      |  |
| 0002D           | ABS Information Assurance - DC (OT)  |                 |             |                   |               |        |    |      |  |
| 0003            | Investigations - Perform Investigative Security support in accordance with Section C, SOW, Paragraph 7.C. and individual task orders. The estimated hours (EST) under this CLIN during the base period is [redacted] hours which includes possible overtime hours.<br>Amount: [redacted]           |                 |             |                   |               |        |    |      |  |
| 0003A           | ABS Administrative Specialist II - DC (Base)   |                 |             |                   |               |        |    |      |  |
| 0003B           | ABS Administrative Specialist II - DC (OT)   |                 |             |                   |               |        |    |      |  |
| Continued ...   |  |                 |             |                   |               |        |    |      |  |

(b)(4)  
(b)(4)

(b)(4)  
(b)(4)



NAME OF OFFEROR OR CONTRACTOR  
 ALSTIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)  | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
| 0004            | Internal Review - Perform Analytical services in accordance with Section C, SOW, Paragraph 7.D and individual task orders. The estimated hours (EST) under this CLIN during the base period is [redacted] hours which includes possible overtime hours.<br>Amount: [redacted]             | 1               | EA          | 0.00              |               |
| 0004A           | ABS Program Support Analyst - DC (Base)   |                 |             |                   |               |
| 0004B           | ABS Program Support Analyst - DC (OT)   |                 |             |                   |               |
| 0004C           | ABS Administrative Assistant IV - DC (Base)   |                 |             |                   |               |
| 0004D           | ABS Administrative Assistant IV - DC (OT)   |                 |             |                   |               |
| 0005            | Resource Management - Perform Resource Management support in accordance with Section C, SOW, Paragraph 7.E and individual task orders. The estimated hours (EST) under this CLIN during the base period is [redacted] hours which includes possible overtime hours.<br>Amount: [redacted] |                 |             |                   |               |
| 0005A           | VETS Administrative Specialist II DC (Base)   |                 |             |                   |               |
| 0005B           | VETS Administrative Specialist II DC (OT)   |                 |             |                   |               |
| 0005C           | VETS Administrative Specialist IV DC (Base)   |                 |             |                   |               |
| 0005D           | VETS Administrative Specialist IV DC (OT)   |                 |             |                   |               |
| 0005E           | VETS Logistics Supply Clerk - DC (Base)   |                 |             |                   |               |
| 0005F           | VETS Logistics Supply Clerk - DC (OT)   |                 |             |                   |               |
| 0005G           | VETS Program Support Analyst - DC (Base)  |                 |             |                   |               |
| 0005H           | VETS Program Support Analyst - DC (OT)  |                 |             |                   |               |
| 0005I           | VETS Senior Financial Analyst - DC (Base)   |                 |             |                   |               |
| 0005J           | VETS Senior Financial Analyst - DC (OT)   |                 |             |                   |               |
| 0005K           | VETS Administrative Specialist III - DC (Base)  |                 |             |                   |               |
| 0005L           | VETS Administrative Specialist III - DC (OT)  |                 |             |                   |               |
| 0006            | Policy, Planning and Human Resources - Perform Policy, Planning and Human Resources support in Continued ...  | 1               | EA          | 0.00              |               |

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NAME OF OFFEROR OR CONTRACTOR  
ALUTIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)   | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F)         |  |
|-----------------|--|-----------------|-------------|-------------------|-----------------------|--|
|                 | accordance with Section C, SOW, Paragraph 7.F and individual task orders. The estimated hours (EST) under this CLIN during the base period is [redacted] hours which includes possible overtime hours.<br>Amount: [redacted]   |                 |             |                   | (b)(4)                |  |
| 0006A           | ARS Senior Security Analyst - DC (Base)  |                 |             |                   | [Large Redacted Area] |  |
| 0006B           | ARS Senior Security Analyst - DC (OT)  |                 |             |                   |                       |  |
| 0007            | Physical Security Perform Physical Security support in accordance with Section C, SOW, Paragraph 7.G. and individual task orders. The estimated hours (EST) under this CLIN during the base period is [redacted] hours which includes possible overtime hours.<br>Amount: [redacted]   |                 |             |                   |                       |  |
| 0007A           | ARS Senior Security Analyst - DC (Base)  |                 |             |                   |                       |  |
| 0007B           | ARS Senior Security Analyst - DC (OT)  |                 |             |                   |                       |  |
| 0007C           | ARS Security Analyst - DC (Base)   |                 |             |                   |                       |  |
| 0007D           | ARS Security Analyst - DC (OT)   |                 |             |                   |                       |  |
| 0007E           | ARS Program Support Analyst - DC (Base)  |                 |             |                   |                       |  |
| 0007F           | ARS Program Support Analyst - DC (OT)  |                 |             |                   |                       |  |
| 0007G           | ARS Administrative Specialist II DC (Base)   |                 |             |                   |                       |  |
| 0007H           | ARS Administrative Specialist II - DC (OT)   |                 |             |                   |                       |  |
| 0008            | Command Center Operations - Perform Command Center Operations in accordance with Section C, SOW, Paragraph 7.H and individual task orders. Pricing shall be on a fixed price per month basis to staff a 24/7 Command Center operation and to provide additional services in support of the Command Center.<br>Amount: [redacted] |                 |             |                   |                       |  |
| 0009            | Other Direct Costs (ODCs):<br>Travel - Travel for the benefit of the Government may be required from time to time in support of the above operations. In the event travel is required and authorized by the Government, travel expenses shall be charged as materials and shall<br>Continued ...                                 | 1               | EA          | 80,000.00         |                       |  |

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| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)   | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|--|-----------------|-------------|-------------------|---------------|
|                 | <p>be billed at cost plus a material handling fee. The NTE amount for travel during the base period is \$80,000.</p> <p>Material Handling Fee is 5.36%</p>   |                 |             | (b)(4)            |               |
| 0010            | <p>Program Management: Provide Program Management in accordance with the SOW, Paragraph 7.1. Amount: [redacted]</p>  | [redacted]      |             |                   |               |
| 0011            | <p>Personnel Security Pre-Entry On Duty In-Take - Perform Personnel Security Pre-Entry On Duty In-Take services in accordance with the SOW, Paragraph 7.A.11 and individual task orders. 40 estimated In-Take cases processed per Security Assistant per year and the processing of approximately 15,700 cases annually. Pricing shall be on a fixed price per case basis. Amount: [redacted]</p> <p>(Option Year 1) The period of performance shall commence upon expiration of the Base Year and continue for 12 months.</p> |                 |             |                   |               |
| 1001            | <p>Personnel Security Perform Personnel Security support in accordance with Section C, Statement of Work (SOW), Paragraph 7.A. and individual task orders. The estimated hours (EST) under this CLIN during the 1st option period is [redacted] hours which includes possible overtime hours. Amount: \$0.00 (Option Line Item) 07/13/2009</p>   | 1               | EA          | 0.00              | (b)(4)        |
| 1001A           | <p>ABS Senior Personnel Security Specialist VT (Base) Amount: [redacted] (Option Line Item) 07/13/2009</p>   | [redacted]      |             |                   |               |
| 1001B           | <p>ABS Senior Personnel Security Specialist - VT (Option Line Item) Amount: [redacted] (Option Line Item) 07/13/2009</p>   |                 |             |                   |               |
| 1001C           | <p>Inquiries Senior Personnel Security Specialist - DC (Base) Amount: [redacted] (Option Line Item) 07/13/2009</p>   |                 |             |                   |               |
| 1001D           | <p>Inquiries Senior Personnel Security Specialist - Continued ...</p>  |                 |             |                   |               |

NAME OF OFFEROR OR CONTRACTOR  
ALUTIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)  | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
| (b)(4)          | DC (OT)<br>Amount: [redacted] Option Line Item<br>07/13/2009  |                 |             | (b)(4)            |               |
| 1001E           | Inquiries Personnel Security Specialist VT<br>(Base)<br>Amount: [redacted] Option Line Item<br>07/13/2009   |                 |             |                   |               |
| (b)(4)          |   |                 |             |                   |               |
| 1001F           | Inquiries Personnel Security Specialist - VT (OT)<br>Amount: [redacted] Option Line Item<br>07/13/2009      |                 |             |                   |               |
| (b)(4)          |   |                 |             |                   |               |
| 1001G           | Inquiries Personnel Security Specialist - DC<br>(Base)<br>Amount: [redacted] Option Line Item<br>07/13/2009 |                 |             |                   |               |
| (b)(4)          |   |                 |             |                   |               |
| 1001H           | Inquiries Personnel Security Specialist - DC (OT)<br>Amount: [redacted] Option Line Item<br>07/13/2009      |                 |             |                   |               |
| (b)(4)          |   |                 |             |                   |               |
| 1001I           | Inquiries Security Analyst - VT (Base)<br>Amount: [redacted] Option Line Item<br>07/13/2009                 |                 |             |                   |               |
| (b)(4)          |   |                 |             |                   |               |
| 1001J           | Inquiries Security Analyst - VT (OT)<br>Amount: [redacted] Option Line Item<br>07/13/2009                   |                 |             |                   |               |
| (b)(4)          |   |                 |             |                   |               |
| 1001K           | Inquiries Program Support Analyst - VT (Base)<br>Amount: [redacted] Option Line Item<br>07/13/2009          |                 |             |                   |               |
| (b)(4)          |   |                 |             |                   |               |
| 1001L           | Inquiries Program Support Analyst - VT (OT)<br>Amount: [redacted] Option Line Item<br>07/13/2009            |                 |             |                   |               |
| (b)(4)          |   |                 |             |                   |               |
| 1001M           | Inquiries Administrative Specialist I - VT (Base)<br>Amount: [redacted] Option Line Item<br>07/13/2009      |                 |             |                   |               |
| (b)(4)          |   |                 |             |                   |               |
| 1001N           | Inquiries Administrative Specialist 1 - VT (OT)<br>Amount: [redacted] Option Line Item<br>07/13/2009        |                 |             |                   |               |
| (b)(4)          |   |                 |             |                   |               |
| 1001O           | Inquiries Administrative Specialist 11 - VT (Base)<br>Amount: [redacted] Option Line Item<br>07/13/2009     |                 |             |                   |               |
| (b)(4)          |   |                 |             |                   |               |
|                 | Continued ...   |                 |             |                   |               |



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NAME OF OFFEROR OR CONTRACTOR  
AHTIYIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)   | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|--|-----------------|-------------|-------------------|---------------|
| (b)(4)          | 1001P Inquiries Administrative Specialist II - VT (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2009   | (b)(4)          |             |                   |               |
| (b)(4)          | 1001Q Inquiries Administrative Specialist III - VT<br>(Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2009   |                 |             |                   |               |
| (b)(4)          | 1001R Inquiries Administrative Specialist III - VT (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2009  |                 |             |                   |               |
| (b)(4)          | 1002 Administrative Security - Perform Administrative Security support in accordance with Section C, SOW, Paragraph 7.B. and individual task orders. The estimated hours (EST) under this CLIN during the 1st option period is [redacted] hours which includes possible overtime hours.<br>Amount: \$0.00 (Option Line Item)<br>07/13/2009 | 1               | EA          | 0.00              |               |
| (b)(4)          | 1002A ABS Senior Security Analyst - DC (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2009  | (b)(4)          |             |                   |               |
| (b)(4)          | 1002B ABS Senior Security Analyst - DC (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2009  |                 |             |                   |               |
| (b)(4)          | 1002C ABS Information Assurance - DC (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2009  |                 |             |                   |               |
| (b)(4)          | 1002D ABS Information Assurance - DC (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2009  |                 |             |                   |               |
| (b)(4)          | 1003 Investigations - Perform Investigative Security support in accordance with Section C, SOW, Paragraph 7.C. and individual task orders. The estimated hours (EST) under this CLIN during the 1st option period is [redacted] hours which includes possible overtime hours.<br>Amount: \$0.00 (Option Line Item)<br>07/13/2009           | 1               | EA          | 0.00              |               |
| (b)(4)          | 1003A ABS Administrative Specialist II - DC (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2009<br>Continued ...  | (b)(4)          |             |                   |               |

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REFERENCE NO. OF DOCUMENT BEING CONTINUED  
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NAME OF OFFEROR OR CONTRACTOR  
ALUTIIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)   | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|--|-----------------|-------------|-------------------|---------------|
| (b)(4)<br>1003R | ARS Administrative Specialist II - DC (OT)<br>Amount: [redacted] (Option Line Item)<br>07/13/2009  | (b)(4)          |             |                   |               |
| (b)(4)<br>1004  | Internal Review - Perform Analytical services in accordance with Section C, SOW, Paragraph 7.D. and individual task orders. The estimated hours (EST) under this CLIN during the 1st option period is [redacted] hours which includes possible overtime hours.<br>Amount: \$0.00 (Option Line Item)<br>07/13/2009    | 1               | EA          | 0.00              |               |
| (b)(4)<br>1004A | ABS Program Support Analyst - DC (Base)<br>Amount: [redacted] (Option Line Item)<br>07/13/2009   | (b)(4)          |             |                   |               |
| (b)(4)<br>1004B | ABS Program Support Analyst - DC (OT)<br>Amount: [redacted] (Option Line Item)<br>07/13/2009   | (b)(4)          |             |                   |               |
| (b)(4)<br>1004C | ABS Administrative Assistant IV - DC (Base)<br>Amount: [redacted] (Option Line Item)<br>07/13/2009   | (b)(4)          |             |                   |               |
| (b)(4)<br>1004D | ABS Administrative Assistant IV - DC (OT)<br>Amount: [redacted] (Option Line Item)<br>07/13/2009   | (b)(4)          |             |                   |               |
| (b)(4)<br>1005  | Resource Management - Perform Resource Management support in accordance with Section C, SOW, Paragraph 7.E. and individual task orders. The estimated hours under this CLIN for the 1st option period is [redacted] hours which includes possible overtime hours.<br>Amount: \$0.00 (Option Line Item)<br>07/13/2009 | 1               | EA          | 0.00              |               |
| (b)(4)<br>1005A | VETS Administrative Specialist II - DC (Base)<br>Amount: [redacted] (Option Line Item)<br>07/13/2009   | (b)(4)          |             |                   |               |
| (b)(4)<br>1005B | VETS Administrative Specialist II - DC (OT)<br>Amount: [redacted] (Option Line Item)<br>07/13/2009   | (b)(4)          |             |                   |               |
| (b)(4)<br>1005C | VETS Administrative Specialist IV - DC (Base)<br>Amount: [redacted] (Option Line Item)<br>07/13/2009<br>Continued ...  | (b)(4)          |             |                   |               |



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| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)   | QUANTITY<br>(C)   | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) (b)(4) |
|-----------------|--|-------------------|-------------|-------------------|----------------------|
| 1005D           | VETS Administrative Specialist IV - DC (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2009  | [redacted]        |             |                   |                      |
| 1005E           | VETS Logistics Supply Clerk - DC (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2009  |                   |             |                   |                      |
| 1005F           | VETS Logistics Supply Clerk - DC (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2009  |                   |             |                   |                      |
| 1005G           | VETS Program Support Analyst - DC (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2009   |                   |             |                   |                      |
| 1005H           | VETS Program Support Analyst - DC (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2009   |                   |             |                   |                      |
| 1005I           | VETS Senior Financial Analyst - DC (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2009  |                   |             |                   |                      |
| 1005J           | VETS Senior Financial Analyst - DC (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2009  |                   |             |                   |                      |
| 1005K           | VETS Administrative Specialist III - DC (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2009   |                   |             |                   |                      |
| 1005L           | VETS Administrative Specialist III - DC (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2009   |                   |             |                   |                      |
| 1006            | Policy, Planning and Human Resources - Perform Policy, Planning and Human Resources support in accordance with Section C, SOW, Paragraph 7.F. and individual task orders. The estimated hours (EST) under this CLIN for the 1st option period is [redacted] hours which includes possible overtime hours.<br>Amount: \$0.00 (Option Line Item)<br>07/13/2009 |                   |             |                   |                      |
| 1006A           | ABS Senior Security Analyst DC (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2009<br>Continued ...   | [redacted] (b)(4) |             |                   |                      |

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NAME OF OFFEROR OR CONTRACTOR  
ALUTIIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)  | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
| (b)(4)          | 1006B ABS Senior Security Analyst DC (OT)<br>Amount: [redacted] Option Line Item<br>07/13/2009  |                 |             |                   | (b)(4)        |
| (b)(4)          | 1007 Physical Security - Perform Physical Security Support services in accordance with Section C, SOW, Paragraph 7.C. and individual task orders. The estimated hours (EST) under this CLIN during the 1st option period is [redacted] hours which includes possible overtime hours.<br>Amount: \$0.00 (Option Line Item)<br>07/13/2009 | 1               | EA          | 0.00              | (b)(4)        |
| (b)(4)          | 1007A ABS Senior Security Analyst - DC (Base)<br>Amount: [redacted] Option Line Item<br>07/13/2009  |                 |             |                   |               |
| (b)(4)          | 1007B ABS Senior Security Analyst - DC (OT)<br>Amount: [redacted] Option Line Item<br>07/13/2009  |                 |             |                   |               |
| (b)(4)          | 1007C ABS Security Analyst - DC (Base)<br>Amount: [redacted] Option Line Item<br>07/13/2009   |                 |             |                   |               |
| (b)(4)          | 1007D ABS Security Analyst - DC (OT)<br>Amount: [redacted] Option Line Item<br>07/13/2009   |                 |             |                   |               |
| (b)(4)          | 1007E ABS Program Support Analyst - DC (Base)<br>Amount: [redacted] Option Line Item<br>07/13/2009  |                 |             |                   |               |
| (b)(4)          | 1007F ABS Program Support Analyst - DC (OT)<br>Amount: [redacted] Option Line Item<br>07/13/2009  |                 |             |                   |               |
| (b)(4)          | 1007G ABS Administrative Specialist II - DC (Base)<br>Amount: [redacted] Option Line Item<br>07/13/2009   |                 |             |                   |               |
| (b)(4)          | 1007H ABS Administrative Specialist II - DC (OT)<br>Amount: [redacted] Option Line Item<br>07/13/2009   |                 |             |                   |               |
|                 | 1000 Command Center Operations - Perform Command Center Operations in accordance with Section C, SOW Paragraph 7.H. and individual task orders. Pricing shall be on a fixed price per month basis.<br>Continued ...   |                 |             |                   |               |

NAME OF OFFEROR OR CONTRACTOR  
ALUTIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)  | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
| (b)(4)          | to staff a 24/7 Command Center operation and to provide additional services in support of the Command Center.<br>Amount: [redacted] (Option Line Item)<br>07/13/2009  |                 |             |                   |               |
| 1009            | Other Direct Costs (ODCs):<br>Travel - Travel for the benefit of the Government may be required from time to time in support of the above operations. In the event travel is required and authorized by the Government, travel expenses shall be charged as materials and shall be billed at cost plus a material handling fee. The NTE amount for travel during the 1st option period is \$82,000.<br><br>Material Handling Fee is 5.36¢<br>Amount: \$82,000.00 (Option Line Item)<br>07/13/2009 | 1               | FA          | 82,000.00         | (b)(4)        |
| 1010            | Program Management: Provide program management support in accordance with the SOW, paragraph 7.1.<br>Amount: [redacted] (Option Line Item)<br>07/13/2009  | [REDACTED]      |             |                   |               |
| 1011            | Personnel Security Pre-Entry On Duty In-Take - Perform Personnel Security Pre-Entry On Duty In-Take services in accordance with the SOW, Paragraph 7.A.11 and individual task orders. 400 estimated In-Take cases processed per Security Assistant per year and the processing of approximately [redacted] cases annually. Pricing shall be on a fixed price per case basis.<br>Amount: [redacted] (Option Line Item)<br>07/13/2009   |                 |             |                   |               |
| 2001            | Personnel Security - Perform Personnel Security services in accordance with Section C, Statement of Work (SOW), Paragraph 7.A. and individual task orders. The estimated hours (EST) under this CLIN during the 2nd option period is [redacted] hours which includes possible overtime hours.<br>Amount: \$0.00 (Option Line Item)<br>07/13/2010  |                 |             |                   |               |
| 2001A           | ASS Senior Personnel Security Specialist - VT (Base)<br>Amount: [redacted] (Option Line Item)<br>07/13/2010<br>Continued ...  |                 |             |                   |               |



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ALUTIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)  | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) (b)(4) |
|-----------------|---|-----------------|-------------|-------------------|----------------------|
| (b)(4)          | 2001B ABS Senior Personnel Security Specialist - VT (OT)<br>Amount: [Redacted] Option Line Item<br>07/13/2010         |                 |             |                   |                      |
| (b)(4)          | 2001C Inquiries Senior Personnel Security Specialist - DC (Base)<br>Amount: [Redacted] Option Line Item<br>07/13/2010 |                 |             |                   |                      |
| (b)(4)          | 2001D Inquiries Senior Personnel Security Specialist - DC (OT)<br>Amount: [Redacted] Option Line Item<br>07/13/2010   |                 |             |                   |                      |
| (b)(4)          | 2001E Inquiries Personnel Security Specialist - VT (Base)<br>Amount: [Redacted] Option Line Item<br>07/13/2010        |                 |             |                   |                      |
| (b)(4)          | 2001F Inquiries Personnel Security Specialist - VT (OT)<br>Amount: [Redacted] Option Line Item<br>07/13/2010          |                 |             |                   |                      |
| (b)(4)          | 2001G Inquiries Personnel Security Specialist - DC (Base)<br>Amount: [Redacted] Option Line Item<br>07/13/2010        |                 |             |                   |                      |
| (b)(4)          | 2001H Inquiries Personnel Security Specialist - DC (OT)<br>Amount: [Redacted] Option Line Item<br>07/13/2010          |                 |             |                   |                      |
| (b)(4)          | 2001I Inquiries Security Analyst - VT (Base)<br>Amount: [Redacted] Option Line Item<br>07/13/2010                     |                 |             |                   |                      |
| (b)(4)          | 2001J Inquiries Security Analyst - VT (OT)<br>Amount: [Redacted] Option Line Item<br>07/13/2010                       |                 |             |                   |                      |
| (b)(4)          | 2001K Inquiries Program Support Analyst - VT (Base)<br>Amount: [Redacted] Option Line Item<br>07/13/2010              |                 |             |                   |                      |
| (b)(4)          | 2001L Inquiries Program Support Analyst - VT (OT)<br>Amount: [Redacted] Option Line Item<br>07/13/2010                |                 |             |                   |                      |
|                 | 2001M Inquiries Administrative Specialist I - VT (Base)<br>Continued ...  |                 |             |                   |                      |

NAME OF OFFEROR OR CONTRACTOR  
ALUTIO BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)   | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|--|-----------------|-------------|-------------------|---------------|
| (b)(4)          | Amount: [redacted] (prior Line Item)<br>07/13/2010   |                 |             |                   |               |
| (b)(4)          | 2001N Inquiries Administrative Specialist I - VT (OT)<br>Amount: [redacted] (Option Line Item)<br>07/13/2010   |                 |             |                   |               |
| (b)(4)          | 2001O Inquiries Administrative Specialist II - VT (Base)<br>Amount: [redacted] (Option Line Item)<br>07/13/2010  |                 |             |                   |               |
| (b)(4)          | 2001P Inquiries Administrative Specialist II - VT (OT)<br>Amount: [redacted] (Option Line Item)<br>07/13/2010  |                 |             |                   |               |
| (b)(4)          | 2001Q Inquiries Administrative Specialist III - VT<br>(Base)<br>Amount: [redacted] (Option Line Item)<br>07/13/2010  |                 |             |                   |               |
| (b)(4)          | 2001R Inquiries Administrative Specialist III - VT (OT)<br>Amount: [redacted] (Option Line Item)<br>07/13/2010   |                 |             |                   |               |
| (b)(4)          | 2002 Administrative Security - Perform Administrative Security support in accordance with Section C, SOW, Paragraph 7.B. and individual task orders. The estimated hours (EST) under this CLIN during the 2nd option period is [redacted] hours which includes possible overtime hours.<br>Amount: \$0.00 (Option Line Item)<br>07/13/2010 | 1               | EA          | 0.00              |               |
| (b)(4)          | 2002A ABS Senior Security Analyst - DC (Base)<br>Amount: [redacted] (Option Line Item)<br>07/13/2010   |                 |             |                   |               |
| (b)(4)          | 2002B ABS Senior Security Analyst - DC (OT)<br>Amount: [redacted] (Option Line Item)<br>07/13/2010   |                 |             |                   |               |
| (b)(4)          | 2002C ABS Information Assurance - DC (Base)<br>Amount: [redacted] (Option Line Item)<br>07/13/2010   |                 |             |                   |               |
| (b)(4)          | 2002D ABS Information Assurance - DC (OT)<br>Amount: [redacted] (Option Line Item)<br>07/13/2010   |                 |             |                   |               |
|                 | 2003 Investigations - Perform Investigative Security Continued ...   | 1               | EA          | 0.00              |               |

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ALUTIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)   | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|--|-----------------|-------------|-------------------|---------------|
| (b)(4)          | support in accordance with Section C, SOW, Paragraph 7.C. and individual task orders. The estimated hours (EST) under this CLIN during the 2nd option period is [redacted] hours which includes possible overtime hours.<br>Amount: \$0.00 (Option Line Item)<br>07/09/2010  |                 |             |                   | (b)(4)        |
| 2003A           | ABS Administrative Specialist II - DC (Base)<br>Amount: [redacted] (Option Line Item)<br>07/13/2010  | [redacted]      |             |                   |               |
| 2003B           | ABS Administrative Specialist II - DC (OT)<br>Amount: [redacted] (Option Line Item)<br>07/13/2010  |                 |             |                   |               |
| 2004            | Internal Review - Perform Analytical services in accordance with Section C, SOW, Paragraph 7.D. and individual task orders. The estimated hours (EST) under this CLIN for the 2nd option period is [redacted] hours which includes possible overtime hours.<br>Amount: \$0.00 (Option Line Item)<br>07/13/2010             |                 |             |                   |               |
| 2004A           | ABS Program Support Analyst - DC (Base)<br>Amount: [redacted] (Option Line Item)<br>07/13/2010   | [redacted]      |             |                   |               |
| 2004B           | ABS Program Support Analyst - DC (OT)<br>Amount: [redacted] (Option Line Item)<br>07/13/2010   |                 |             |                   |               |
| 2004C           | ABS Administrative Assistant IV - DC (Base)<br>Amount: [redacted] (Option Line Item)<br>07/13/2010   |                 |             |                   |               |
| 2004D           | ABS Administrative Assistant IV - DC (OT)<br>Amount: [redacted] (Option Line Item)<br>07/13/2010   |                 |             |                   |               |
| 2005            | Resource Management - Perform Resource Management support in accordance with Section C, SOW, Paragraph 7.E. and individual task orders. The estimated hours (EST) under this CLIN for the 2nd option period is [redacted] hours which includes possible overtime hours.<br>Amount: \$0.00 (Option Line Item)<br>07/13/2010 | 1               | EA          | 0.00              | (b)(4)        |

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NAME OF OFFEROR OR CONTRACTOR  
ALUTIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)  | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |   |    |      |  |
|-----------------|---|-----------------|-------------|-------------------|---------------|---|----|------|--|
| (b)(4)          | 2005A VETS Administrative Specialist II - DC (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2010               | [redacted]      |             |                   |               |   |    |      |  |
| (b)(4)          | 2005B VETS Administrative Specialist II - DC (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2010                 |                 |             |                   |               |   |    |      |  |
| (b)(4)          | 2005C VETS Administrative Specialist IV - DC (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2010               |                 |             |                   |               |   |    |      |  |
| (b)(4)          | 2005D VETS Administrative Specialist IV - DC (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2010                 |                 |             |                   |               |   |    |      |  |
| (b)(4)          | 2005E VETS Logistics Supply Clerk - DC (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2010                     |                 |             |                   |               |   |    |      |  |
| (b)(4)          | 2005F VETS Logistics Supply Clerk - DC (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2010                       |                 |             |                   |               |   |    |      |  |
| (b)(4)          | 2005G VETS Program Support Analyst - DC (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2010                    |                 |             |                   |               |   |    |      |  |
| (b)(4)          | 2005H VETS Program Support Analyst - DC (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2010                      |                 |             |                   |               |   |    |      |  |
| (b)(4)          | 2005I VETS Senior Financial Analyst - DC (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2010                   |                 |             |                   |               |   |    |      |  |
| (b)(4)          | 2005J VETS Senior Financial Analyst - DC (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2010                     |                 |             |                   |               |   |    |      |  |
| (b)(4)          | 2005K VETS Administrative Specialist III - DC (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2010              |                 |             |                   |               |   |    |      |  |
| (b)(4)          | 2005L VETS Administrative Specialist III - DC (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2010                |                 |             |                   |               |   |    |      |  |
|                 | 2006 Policy, Planning and Human Resources - Perform<br>Policy, Planning and Human Resources support in<br>Continued ... |                 |             |                   |               | 1 | EA | 0.00 |  |

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ALUTIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)  | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
| (b)(4)          | accordance with Section C, SOW, Paragraph 7.F. and individual task orders. The estimated hours (EST) under this CLIN during the 2nd option period is [redacted] hours which includes possible overtime hours.<br>Amount: \$0.00 (Option Line Item)<br>07/13/2010  |                 |             |                   | (b)(4)        |
| (b)(4)          | 2006A ABS Senior Security Analyst - DC (Base)<br>Amount: [redacted] (Option Line Item)<br>07/13/2010  | [REDACTED]      |             |                   |               |
| (b)(4)          | 2006B ABS Senior Security Analyst - DC (OT)<br>Amount: [redacted] (Option Line Item)<br>07/13/2010  |                 |             |                   |               |
| (b)(4)          | 2007 Physical Security - Perform Physical Security support services in accordance with Section C, SOW, Paragraph 7.G. and individual task orders. The estimated hours (EST) under this CLIN during the 2nd option period is [redacted] hours which includes possible overtime hours.<br>Amount: \$0.00 (Option Line Item)<br>07/13/2010 | 1               | EA          | 0.00              | (b)(4)        |
| (b)(4)          | 2007A ABS Senior Security Analyst - DC (Base)<br>Amount: [redacted] (Option Line Item)<br>07/13/2010  | [REDACTED]      |             |                   |               |
| (b)(4)          | 2007B ABS Senior Security Analyst - DC (OT)<br>Amount: [redacted] (Option Line Item)<br>07/13/2010  |                 |             |                   |               |
| (b)(4)          | 2007C ABS Security Analyst - DC (Base)<br>Amount: [redacted] (Option Line Item)<br>07/13/2010   |                 |             |                   |               |
| (b)(4)          | 2007D ABS Security Analyst - DC (OT)<br>Amount: [redacted] (Option Line Item)<br>07/13/2010   |                 |             |                   |               |
| (b)(4)          | 2007E ABS Program Support Analyst - DC (Base)<br>Amount: [redacted] (Option Line Item)<br>07/13/2010  |                 |             |                   |               |
| (b)(4)          | 2007F ABS Program Support Analyst - DC (OT)<br>Amount: [redacted] (Option Line Item)<br>07/13/2010  |                 |             |                   |               |
| (b)(4)          | 2007G ABS Administrative Specialist IT - DC (Base)<br>Continued ...   |                 |             |                   |               |

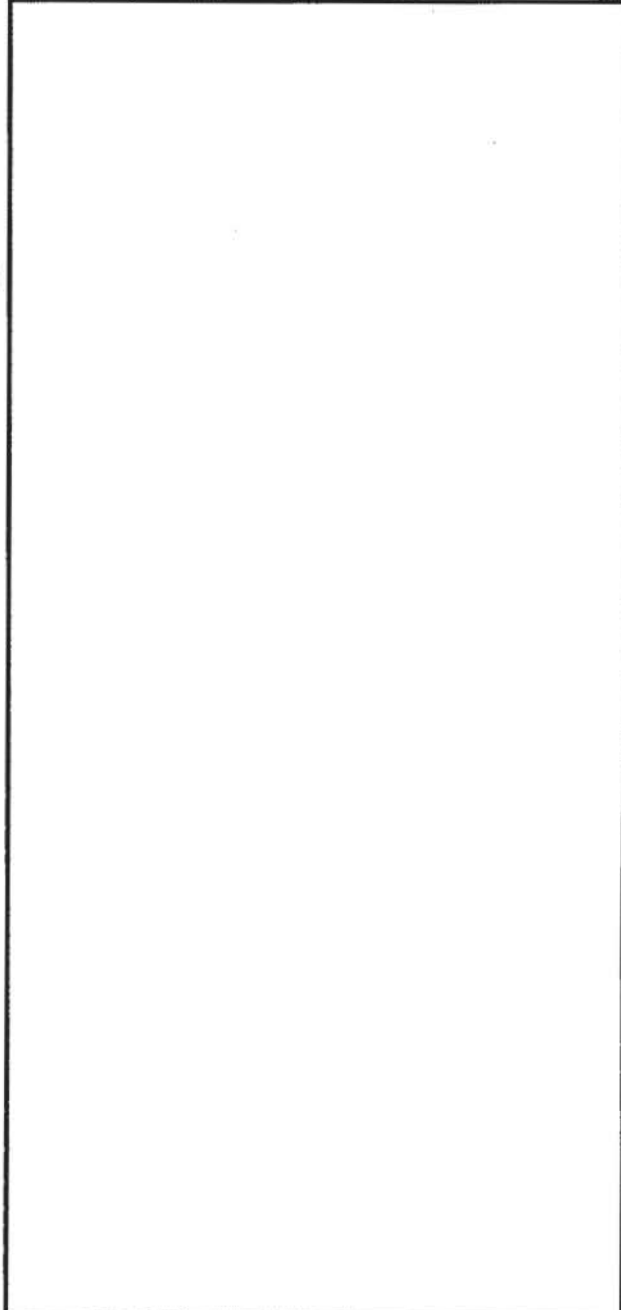
NAME OF OFFEROR OR CONTRACTOR  
ALUTIIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)   | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) (b)(4) |
|-----------------|--|-----------------|-------------|-------------------|----------------------|
| (b)(4)          | Amount: [redacted] Option Line Item)<br>07/13/2010   |                 |             |                   |                      |
| (b)(4)          | 2007H ABS Administrative Specialist II - DC (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2010   |                 |             |                   |                      |
| (b)(4)          | 2008 Command Center Operations - Perform Command Center Operations in accordance with Section C, SOW, Paragraph 7.H. and individual task orders. Pricing shall be on a fixed price per month basis to staff a 24/7 Command Center operation and to provide additional services in support of the Command Center.<br>Amount: [redacted] Option Line Item)<br>07/13/2010   |                 |             |                   |                      |
|                 | 2009 Other Direct Costs (ODCs):<br>Travel - Travel for the benefit of the Government may be required from time to time in support of the above operations. In the event travel is required and authorized by the Government, travel expenses shall be charged as materials and shall be billed at cost plus a material handling fee. The NTE amount for travel during the 2nd option period is \$84,000.<br><br>Material Handling Fee is 5.36%<br>Amount: \$84,000.00 (Option Line Item)<br>07/13/2010 | 1               | EA          | 84,000.00         |                      |
| (b)(4)          | 2010 Program Management: Provide program management support in accordance with the SOW, paragraph 7.I.<br>Amount: [redacted] Option Line Item)<br>07/13/2010   |                 |             |                   |                      |
| (b)(4)          | 2011 Personnel Security Pre-Entry On Duty In-Take - Perform Personnel Security Pre-Entry On Duty In-Take in accordance with the SOW, Paragraph 7.A.11 and individual task orders. 400 estimated In-Take cases processed per Security Assistant per year and the processing of approximately 15,700 cases annually. Pricing shall be on a fixed price per case basis.<br>Amount: [redacted] Option Line Item)<br>07/13/2010   |                 |             |                   |                      |
|                 | 3001 Personnel Security - Perform Personnel Security services in accordance with Section C, Statement Continued ...  | 1               | EA          | 0.00              |                      |



NAME OF OFFEROR OR CONTRACTOR  
ALUTIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)  | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
| (b)(4)          | of Work (SOW), Paragraph 7.A. and individual task orders. The estimated hours (EST) under this CLIN during the 3rd option period is [redacted] hours which includes possible overtime hours.<br>Amount: \$0.00 (Option Line Item)<br>07/13/2011 |                 |             |                   | (b)(4)        |
| (b)(4)          | 3001A ABS Senior Personnel Security Specialist - VT (Base)<br>Amount: [redacted] (Option Line Item)<br>07/13/2011   |                 |             |                   |               |
| (b)(4)          | 3001B ABS Senior Personnel Security Specialist - VT (OT)<br>Amount: [redacted] (Option Line Item)<br>07/13/2011   |                 |             |                   |               |
| (b)(4)          | 3001C Inquiries Senior Personnel Security Specialist - DC (Base)<br>Amount: [redacted] (Option Line Item)<br>07/13/2011   |                 |             |                   |               |
| (b)(4)          | 3001D Inquiries Senior Personnel Security Specialist - DC (OT)<br>Amount: [redacted] (Option Line Item)<br>07/13/2011   |                 |             |                   |               |
| (b)(4)          | 3001E Inquiries Personnel Security Specialist - VT (Base)<br>Amount: [redacted] (Option Line Item)<br>07/13/2011  |                 |             |                   |               |
| (b)(4)          | 3001F Inquiries Personnel Security Specialist - VT (OT)<br>Amount: [redacted] (Option Line Item)<br>07/13/2011  |                 |             |                   |               |
| (b)(4)          | 3001G Inquiries Personnel Security Specialist - DC (Base)<br>Amount: [redacted] (Option Line Item)<br>07/13/2011  |                 |             |                   |               |
| (b)(4)          | 3001H Inquiries Personnel Security Specialist - DC (OT)<br>Amount: [redacted] (Option Line Item)<br>07/13/2011  |                 |             |                   |               |
| (b)(4)          | 3001I Inquiries Security Analyst - VT (Base)<br>Amount: [redacted] (Option Line Item)<br>07/13/2011   |                 |             |                   |               |
| (b)(4)          | 3001J Inquiries Security Analyst - VT (OT)<br>Amount: [redacted] (Option Line Item)<br>Continued ...  |                 |             |                   |               |



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NAME OF OFFEROR OR CONTRACTOR  
ALUTIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)  | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) (b)(4) |
|-----------------|---|-----------------|-------------|-------------------|----------------------|
|                 | 07/13/2011  |                 |             |                   |                      |
| (b)(4) 3001K    | Inquiries Program Support Analyst - VT (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2011   |                 |             |                   |                      |
| (b)(4) 3001L    | Inquiries Program Support Analyst - VT (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2011   |                 |             |                   |                      |
| (b)(4) 3001M    | Inquiries Administrative Specialist I - VT (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2011   |                 |             |                   |                      |
| (b)(4) 3001N    | Inquiries Administrative Specialist I - VT (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2011   |                 |             |                   |                      |
| (b)(4) 3001O    | Inquiries Administrative Specialist II - VT (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2011  |                 |             |                   |                      |
| (b)(4) 3001P    | Inquiries Administrative Specialist III - VT (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2011   |                 |             |                   |                      |
| (b)(4) 3001Q    | Inquiries Administrative Specialist III - VT<br>(Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2011  |                 |             |                   |                      |
| (b)(4) 3001R    | Inquiries Administrative Specialist III - VT (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2011   |                 |             |                   |                      |
| (b)(4) 3002     | Administrative Security - Perform Administrative Security support in accordance with Section C, SOW, Paragraph 7.B. and individual task orders. The estimated hours (EST) under this CLIN during the 3rd option period is [redacted] hours which includes possible overtime hours.<br>Amount: \$0.00 (Option Line Item)<br>07/13/2011 | 1               | EA          | 0.00              |                      |
| (b)(4) 3002A    | AMS Senior Security Analyst - DC (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2011   |                 |             |                   |                      |
| (b)(4) 3002B    | AMS Senior Security Analyst - DC (OT)<br>Amount: [redacted] Option Line Item)<br>Continued ...  |                 |             |                   |                      |

NAME OF OFFEROR OR CONTRACTOR  
 ALUTIIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(D)  | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
|                 | 07/13/2011  |                 |             |                   |               |
| (b)(4) 3002C    | ABS Information Assurance - DC (Base)<br>Amount: [redacted] Option Line Item<br>07/13/2011  | (b)(4)          |             |                   |               |
| (b)(4) 3002D    | ABS Information Assurance - DC (OT)<br>Amount: [redacted] Option Line Item<br>07/13/2011  |                 |             |                   |               |
| (b)(4) 3003     | Investigations - Perform Investigative Security support in accordance with Section C, SOW, Paragraph 7.C. and individual task orders. The estimated hours (EST) under this CLIN during the 3rd option period is [redacted] hours which includes possible overtime hours.<br>Amount: \$0.00 (Option Line Item)<br>07/13/2011 | 1               | EA          | 0.00              | (b)(4)        |
| (b)(4) 3003A    | ABS Administrative Specialist II - DC (Base)<br>Amount: [redacted] Option Line Item<br>07/13/2011   | (b)(4)          |             |                   |               |
| (b)(4) 3003B    | ABS Administrative Specialist II - DC (OT)<br>Amount: [redacted] Option Line Item<br>07/13/2011   |                 |             |                   |               |
| (b)(4) 3004     | Internal Review - Perform Analytical services in accordance with Section C, SOW, Paragraph 7.D. and individual task orders. The estimated hours (EST) under this CLIN during the 3rd option period is [redacted] hours which includes possible overtime hours.<br>Amount: \$0.00 (Option Line Item)<br>07/13/2011           | 1               | EA          | 0.00              |               |
| (b)(4) 3004A    | ABS Program Support Analyst - DC (Base)<br>Amount: [redacted] Option Line Item<br>07/13/2011  | (b)(4)          |             |                   |               |
| (b)(4) 3004B    | ABS Program Support Analyst - DC (OT)<br>Amount: [redacted] Option Line Item<br>07/13/2011  |                 |             |                   |               |
| (b)(4) 3004C    | ABS Administrative Assistant IV - DC (Base)<br>Amount: [redacted] Option Line Item<br>07/13/2011  |                 |             |                   |               |
| (b)(4) 3004D    | ABS Administrative Assistant IV - DC (OT)<br>Amount: [redacted] Option Line Item<br>Continued ...   |                 |             |                   |               |



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NAME OF OFFEROR OR CONTRACTOR  
ALOTTIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)  | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
|                 | 07/13/2011  |                 |             |                   |               |
| 3005            | Resource Management - Perform Resource Management support in accordance with Section C, SCW, Paragraph 7.E. and individual task orders. The estimated hours (EST) under this CLIN during the 3rd option period is [redacted] hours which includes possible overtime hours.<br>Amount: \$0.00 (Option Line Item)<br>07/13/2011 | 1               | EA          | 0.00              | (b)(4)        |
| 3005A           | VETS Administrative Specialist II - DC (Base)<br>Amount: [redacted] (Option Line Item)<br>07/13/2011  |                 |             |                   |               |
| 3005B           | VETS Administrative Specialist II - DC (OT)<br>Amount: [redacted] (Option Line Item)<br>07/13/2011  |                 |             |                   |               |
| 3005C           | VETS Administrative Specialist IV - DC (Base)<br>Amount: [redacted] (Option Line Item)<br>07/13/2011  |                 |             |                   |               |
| 3005D           | VETS Administrative Specialist IV DC (OT)<br>Amount: [redacted] (Option Line Item)<br>07/13/2011  |                 |             |                   |               |
| 3005E           | VETS Logistics Supply Clerk DC (Base)<br>Amount: [redacted] (Option Line Item)<br>07/13/2011  |                 |             |                   |               |
| 3005F           | VETS Logistics Supply Clerk - DC (OT)<br>Amount: [redacted] (Option Line Item)<br>07/13/2011  |                 |             |                   |               |
| 3005G           | VETS Program Support Analyst - DC (Base)<br>Amount: [redacted] (Option Line Item)<br>07/13/2011   |                 |             |                   |               |
| 3005H           | VETS Program Support Analyst - DC (OT)<br>Amount: [redacted] (Option Line Item)<br>07/13/2011   |                 |             |                   |               |
| 3005T           | VETS Senior Financial Analyst - DC (Base)<br>Amount: [redacted] (Option Line Item)<br>07/13/2011  |                 |             |                   |               |
| 3005J           | VETS Senior Financial Analyst - DC (OT)<br>Amount: [redacted] (Option Line Item)<br>07/13/2011<br>Continued ...   |                 |             |                   |               |

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NAME OF OFFEROR OR CONTRACTOR  
ALUT11Q BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)  | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
| (b)(4) 3005K    | VETS Administrative Specialist III - DC (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2011  | (b)(4)          |             |                   |               |
| (b)(4) 3005L    | VETS Administrative Specialist III - DC (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2011  |                 |             |                   |               |
| 3006            | Policy, Planning and Human Resources - Perform Policy, Planning and Human Resources support in accordance with Section C, SOW, Paragraph 7.F. and individual task orders. The estimated hours (EST) under this CLIN during the 3rd option period is [redacted] hours which includes possible overtime hours.<br>Amount: \$0.00 (Option Line Item)<br>07/13/2011 | 1               | EA          | 0.00              |               |
| (b)(4) 3006A    | ABS Senior Security Analyst - DC (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2011   | (b)(4)          |             |                   |               |
| (b)(4) 3006R    | ABS Senior Security Analyst DC (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2011   |                 |             |                   |               |
| (b)(4) 3007     | Physical Security - Perform Physical Security support services in accordance with Section C, SOW, Paragraph 7.G. and individual task orders. The estimated hours (EST) under this CLIN during the 3rd option period is [redacted] hours which includes possible overtime hours.<br>Amount: \$0.00 (Option Line Item)<br>07/13/2011                              | 1               | EA          | 0.00              | (b)(4)        |
| (b)(4) 3007A    | ABS Senior Security Analyst - DC (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2011   | (b)(4)          |             |                   |               |
| (b)(4) 3007B    | ABS Senior Security Analyst - DC (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2011   |                 |             |                   |               |
| (b)(4) 3007C    | ABS Security Analyst - DC (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2011  |                 |             |                   |               |
| (b)(4) 3007D    | ABS Security Analyst - DC (OT)<br>Amount: [redacted] Option Line Item)<br>Continued ...   |                 |             |                   |               |

NAME OF OFFEROR OR CONTRACTOR  
ALOTTIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)  | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
|                 | 07/13/2011  |                 |             |                   | (b)(4)        |
| (b)(4) 3007E    | ABS Program Support Analyst - DC (Base)<br>Amount: [redacted] Option Line Item<br>07/13/2011  |                 |             |                   |               |
| (b)(4) 3007F    | ABS Program Support Analyst - DC (OT)<br>Amount: [redacted] Option Line Item<br>07/13/2011  |                 |             |                   |               |
| (b)(4) 3007G    | ABS Administrative Specialist II - DC (Base)<br>Amount: [redacted] Option Line Item<br>07/13/2011   |                 |             |                   |               |
| (b)(4) 3007H    | ABS Administrative Specialist II - DC (OT)<br>Amount: [redacted] Option Line Item<br>07/13/2011   |                 |             |                   |               |
| (b)(4) 3008     | Command Center Operations - Perform Command Center Operations in accordance with Section C, SOW, Paragraph 7.H. and individual task orders. Pricing shall be on a fixed price per month basis to staff a 24/7 Command Center operation and to provide additional services in support of the Command Center.<br>Amount: [redacted] Option Line Item<br>07/13/2011  |                 |             |                   |               |
| 3009            | Other Direct Costs (ODCs):<br>Travel Travel for the benefit of the Government may be required from time to time in support of the above operations. In the event travel is required and authorized by the Government, travel expenses shall be charged as materials and shall be billed at cost plus a material handling fee. The NTE for travel for the 3rd option period is \$86,000.<br><br>Material Handling Fee is 5.36%<br>Amount: \$86,000.00 (Option Line Item)<br>07/13/2011 | 1               | EA          | 86,000.00         |               |
| (b)(4) 3010     | Program Management: Provide program management support in accordance with the SOW, paragraph 7.<br>Amount: [redacted] Option Line Item<br>07/13/2011  |                 |             |                   | (b)(4)        |
| 3011            | Personnel Security Pre-Entry On Duty In-Take - Perform Pre-Entry On Duty In-Take services in Continued ...  |                 |             |                   |               |



NAME OF OFFEROR OR CONTRACTOR  
ALUTIIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)   | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) (b)(4) |
|-----------------|--|-----------------|-------------|-------------------|----------------------|
| (b)(4) 4001H    | Inquiries Personnel Security Specialist - DC (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2012  |                 |             |                   |                      |
| (b)(4) 4001I    | Inquiries Security Analyst - VT (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2012   |                 |             |                   |                      |
| (b)(4) 4001J    | Inquiries Security Analyst - VT (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2012   |                 |             |                   |                      |
| (b)(4) 4001K    | Inquiries Program Support Analyst - VT (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2012  |                 |             |                   |                      |
| (b)(4) 4001L    | Inquiries Program Support Analyst - VT (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2012  |                 |             |                   |                      |
| (b)(4) 4001M    | Inquiries Administrative Specialist I - VT (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2012  |                 |             |                   |                      |
| (b)(4) 4001N    | Inquiries Administrative Specialist I - VT (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2012  |                 |             |                   |                      |
| (b)(4) 4001O    | Inquiries Administrative Specialist II - VT (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2012   |                 |             |                   |                      |
| (b)(4) 4001P    | Inquiries Administrative Specialist II - VT (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2012   |                 |             |                   |                      |
| (b)(4) 4001Q    | Inquiries Administrative Specialist III - VT<br>(Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2012   |                 |             |                   |                      |
| (b)(4) 4001R    | Inquiries Administrative Specialist III - VT (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2012  |                 |             |                   |                      |
| 4002            | Administrative Security - Perform Administrative Security support in accordance with Section C, SOW, Paragraph 7.D. and individual task orders. The estimated hours (EST) under this CLIN during Continued ... | 1               | EA          | 0.00              |                      |

NAME OF OFFEROR OR CONTRACTOR  
 ALUTIIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)   | QUANTITY<br>(C)   | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |  |
|-----------------|--|---|-------------|-------------------|---------------|--|
| (b)(4)          | the 4th option period is [redacted] hours which includes possible overtime hours.<br>Amount: \$0.00 (Option Line Item)<br>07/13/2012 |   |             | (b)(4)            |               |  |
| 4002A           | ABS Senior Security Analyst - DC (Base)<br>Amount: [redacted] (Option Line Item)<br>07/13/2012                                       | [redacted]  |             |                   |               |  |
| (b)(4)          | 4002B  |   |             |                   |               | ABS Senior Security Analyst - DC (OT)<br>Amount: [redacted] (Option Line Item)<br>07/13/2012 |
| (b)(4)          | 4002C  |   |             |                   |               | ABS Information Assurance - DC (Base)<br>Amount: [redacted] (Option Line Item)<br>07/13/2012 |
| (b)(4)          | 4002D  |   |             |                   |               | ABS Information Assurance - DC (OT)<br>Amount: [redacted] (Option Line Item)<br>07/13/2012   |
| (b)(4)          | 4003   | Investigations - Perform Investigative Security support in accordance with Section C, SOW, Paragraph 7.C. and individual task orders. The estimated hours (EST) under this CLIN during the 4th option period is [redacted] hours which includes possible overtime hours.<br>Amount: \$0.00 (Option Line Item)<br>07/13/2012 | 1           | EA                | 0.00          | (b)(4)   |
| (b)(4)          | 4003A  | ABS Administrative Specialist II - DC (Base)<br>Amount: [redacted] (Option Line Item)<br>07/13/2012   | [redacted]  |                   |               |  |
| (b)(4)          | 4003B  | ABS Administrative Specialist II - DC (OT)<br>Amount: [redacted] (Option Line Item)<br>07/13/2012   |             |                   |               |  |
| (b)(4)          | 4004   | Internal Review - Perform Analytical services in accordance with Section C, SOW, Paragraph 7.D. and individual task orders. The estimated hours (EST) under this CLIN during the 4th option period is [redacted] hours which includes possible overtime hours.<br>Amount: \$0.00 (Option Line Item)<br>07/13/2012           | 1           | EA                | 0.00          | (b)(4)   |
| (b)(4)          | 4004A  | ABS Program Support Analyst - DC (Base)<br>Amount: [redacted] (Option Line Item)<br>07/13/2012<br>Continued ...   | [redacted]  |                   |               |  |

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ALUTLIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)   | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|--|-----------------|-------------|-------------------|---------------|
| (b)(4) 4004B    | ARS Program Support Analyst - DC<br>Amount: [redacted] Option Line Item)<br>07/13/2012   | (b)(4)          |             |                   |               |
| (b)(4) 4004C    | ADS Administrative Assistant IV - DC (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2012  |                 |             |                   |               |
| (b)(4) 4004D    | ADS Administrative Assistant IV - DC (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2012  |                 |             |                   |               |
| (b)(4) 4005     | Resource Management - Perform Resource Management Support in accordance with Section C, SOW, Paragraph 7.F. and individual task orders. The estimated hours (EST) under this CLIN during the 4th option period is [redacted] hours which includes possible overtime hours.<br>Amount: 90.00 (Option Line Item)<br>07/13/2012 | 1               | EA          | 0.00              |               |
| (b)(4) 4005A    | VETS Administrative Specialist II DC (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2012  | (b)(4)          |             |                   |               |
| (b)(4) 4005B    | VETS Administrative Specialist II - DC (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2012  |                 |             |                   |               |
| (b)(4) 4005C    | VETS Administrative Specialist IV - DC (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2012  |                 |             |                   |               |
| (b)(4) 4005D    | VETS Administrative Specialist IV - DC (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2012  |                 |             |                   |               |
| (b)(4) 4005E    | VETS Logistics Supply Clerk - DC (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2012  |                 |             |                   |               |
| (b)(4) 4005F    | VETS Logistics Supply Clerk - DC (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2012  |                 |             |                   |               |
| (b)(4) 4005G    | VETS Program Support Analyst DC (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2012   |                 |             |                   |               |
|                 | Continued ...  |                 |             |                   |               |



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| ITEM NO<br>(A) | SUPPLIES/SERVICES<br>(B)   | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|----------------|--|-----------------|-------------|-------------------|---------------|
| (b)(4)         | 4005H VETS Program Support Analyst - DC (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2012   |                 |             |                   |               |
| (b)(4)         | 4005I VETS Senior Financial Analyst - DC (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2012  |                 |             |                   |               |
| (b)(4)         | 4005J VETS Senior Financial Analyst - DC (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2012  |                 |             |                   |               |
| (b)(4)         | 4005K VETS Administrative Specialist III - DC (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2012   |                 |             |                   |               |
| (b)(4)         | 4005L VETS Administrative Specialist III - DC (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2012   |                 |             |                   |               |
| (b)(4)         | 4006 Policy, Planning and Human Resources - Perform<br>Policy, Planning and Human Resources support in<br>accordance with Section C, SOW, Paragraph 7.F.<br>and individual task orders. The estimated hours<br>(EST) under this CLIN during the 4th option<br>period is [redacted] hours which includes possible<br>overtime hours.<br>Amount: \$0.00 (Option Line Item)<br>07/13/2012 |                 |             |                   |               |
| (b)(4)         | 4006A ABS Senior Security Analyst - DC (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2012  |                 |             |                   |               |
| (b)(4)         | 4006B ABS Senior Security Analyst - DC (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2012  |                 |             |                   |               |
| (b)(4)         | 4007 Physical Security - Perform Physical Security<br>support services in accordance with Section C,<br>SOW, Paragraph 7.G. and individual task orders.<br>The estimated hours (EST) under this CLIN during<br>the 4th option period is [redacted] hours which<br>includes possible overtime hours.<br>Amount: \$0.00 (Option Line Item)<br>07/13/2012                                 | 1               | EA          | 0.00              |               |
| (b)(4)         | 4007A ABS Senior Security Analyst - DC (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2012<br>Continued ...   |                 |             |                   |               |
|                |  |                 |             |                   |               |

NAME OF OFFEROR OR CONTRACTOR  
ALUTIIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)   | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) (b)(4) |
|-----------------|--|-----------------|-------------|-------------------|----------------------|
| (b)(4) 4007B    | ABS Senior Security Analyst - DC (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2012  |                 |             |                   |                      |
| (b)(4) 4007C    | ABS Security Analyst - DC (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2012   |                 |             |                   |                      |
| (b)(4) 4007D    | ABS Security Analyst - DC (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2012   |                 |             |                   |                      |
| (b)(4) 4007E    | ABS Program Support Analyst DC (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2012  |                 |             |                   |                      |
| (b)(4) 4007F    | ABS Program Support Analyst DC (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2012  |                 |             |                   |                      |
| (b)(4) 4007G    | ABS Administrative Specialist II - DC (Base)<br>Amount: [redacted] Option Line Item)<br>07/13/2012   |                 |             |                   |                      |
| (b)(4) 4007H    | ABS Administrative Specialist II - DC (OT)<br>Amount: [redacted] Option Line Item)<br>07/13/2012   |                 |             |                   |                      |
| (b)(4) 4008     | Command Center Operations - Perform Command Center Operations in accordance with Section C, SOW, Paragraph 7.3. and individual task orders. Pricing shall be on a fixed price per month basis to staff a 24/7 Command Center operation and to provide additional services in support of the Command Center.<br>Amount: [redacted] Option Line Item)<br>07/13/2012  |                 |             |                   |                      |
| 4009            | Other Direct Costs (ODCs):<br>Travel - Travel for the benefit of the Government may be required from time to time in support of the above operations. In the event travel is required and authorized by the Government, travel expenses shall be charged as materials and shall be billed at cost plus a material handling fee. The NFE for travel is \$88,000.<br><br>Material Handling Fee is 5.36%<br>Amount: \$88,000.00 (Option Line Item)<br>Continued ... | 1               | EA          | 88,000.00         |                      |

**CONTINUATION SHEET**

REFERENCE OF DOCUMENT BEING CONTINUED  
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NAME OF OFFEROR OR CONTRACTOR  
ALUTIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A)   | SUPPLIES/SERVICES<br>(B)   | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|---|--|-----------------|-------------|-------------------|---------------|
|   | 07/13/2012   |                 |             |                   |               |
| (b)(4)<br>4010  | Program Management: Provide program management support in accordance with the SOW, paragraph 7.1<br>Amount: [redacted] (Option Line Item)<br>07/13/2012  |                 |             |                   | (b)(4)        |
| (b)(4)<br>4011  | Personnel Security Pre-Entry On Duty In-Take - Perform Pre-Entry On Duty In-Take services in accordance with the SOW, Paragraph 7.A.11 and individual task orders. 400 estimated In-Take cases processed per Security Assistant per year and the processing of approximately 15,700 cases annually. Pricing shall be on a fixed price per case basis.<br>Amount: [redacted] (Option Line Item)<br>07/13/2012 |                 |             |                   |               |
| The total amount of award: \$63,897,125.60. The obligation for this award is shown in box 20. |  |                 |             |                   |               |



**SECTION B – SUPPLIES OR SERVICES AND PRICES/COSTS**

**1. General:** This contract is an Indefinite-Delivery/Indefinite-Quantity (ID/IQ) type contract. Task orders issued under this ID/IQ contract may be priced on a Time & Materials (T&M) or Fixed-Price basis or a combination of both. When task orders are priced on a T&M basis, the order shall be priced in accordance with the pricing schedule in Paragraph 6 below.

**2. Contract Period of Performance:** The contract period of performance shall be a base year of twelve months commencing on the date specified in the Contracting Officer's written Notice to Proceed and continue for 12 months. In addition, the contract contains four options of 12 months each to extend the term of performance of services. Exercise of options is the sole prerogative of the Government.

**3. Minimum and Maximum Quantities/Amounts:** The total guaranteed minimum value of this ID/IQ contract is \$5,000,000.00. The maximum value of CLINs 0001 through 0011 (and corresponding option CLINS) for the entire term of the contract is \$63,897,125.60.

**4. Ordering:** Services shall be provided via issuance of Task Orders in accordance with the Indefinite Quantity clause (52.216-22), the Ordering clause (52.216-18), and Ordering Limitations clause (52.216-19) of this contract. Orders may be issued orally, by facsimile, or by electronic commerce methods.

**5. Time & Materials (T&M) Labor Rate Pricing Schedule:** Task Orders issued under these CLINs may be priced on either a Time and Materials or Fixed-Price basis or combination of both. The following pricing schedule shall be used to price any task orders issued on a T&M basis. The hourly rates are fixed rates that include wages, overhead, general and administrative expenses, and profit.

**Base Year**

| Labor Category                                      | Exempt/<br>Non-<br>Exempt | CLIN  | Hours | Base Rate | CLIN | OT<br>Hours | OT Rate |
|---|---------------------------|-------|-------|-----------|------|-------------|---------|
| ABS Senior Personnel Security Specialist – VT       | E                         | 0001A |       |           |      |             |         |
| Inquiries Senior Personnel Security Specialist – DC | E                         | 0001C |       |           |      |             |         |
| Inquiries Personnel Security Specialist – VT        | E                         | 0001E |       |           |      |             |         |
| Inquiries Personnel Security Specialist – DC        | E                         | 0001G |       |           |      |             |         |
| Inquiries Security Analyst – VI                     | E                         | 0001I |       |           |      |             |         |
| Inquiries Program Support Analyst – VT              | N                         | 0001K |       |           |      |             |         |
| Inquiries Administrative Specialist I – VT          | N                         | 0001M |       |           |      |             |         |
| Inquiries Administrative Specialist II – VI         | N                         | 0001O |       |           |      |             |         |
| Inquiries Administrative Specialist III – VT        | N                         | 0001Q |       |           |      |             |         |
| ABS Senior Security Analyst – DC                    | E                         | 0002A |       |           |      |             |         |
| ABS Information Assurance – DC                      | E                         | 0002C |       |           |      |             |         |
| ABS Administrative Specialist II – DC               | N                         | 0003A |       |           |      |             |         |
| ABS Program Support Analyst – DC                    | N                         | 0004A |       |           |      |             |         |
| ABS Administrative Assistant IV – DC                | N                         | 0004C |       |           |      |             |         |
| VETS Administrative Specialist II – DC              | N                         | 0005A |       |           |      |             |         |
| VETS Administrative Specialist IV – DC              | N                         | 0005C |       |           |      |             |         |
| VETS Logistics Supply Clerk – DC                    | N                         | 0005E |       |           |      |             |         |
| VETS Program Support Analyst – DC                   | N                         | 0005G |       |           |      |             |         |
| VETS Senior Financial Analyst – DC                  | N                         | 0005I |       |           |      |             |         |
| VETS Administrative Specialist III – DC             | N                         | 0005K |       |           |      |             |         |

(b)(4)

(b)(4)

|                                       |   |       |
|---------------------------------------|---|-------|
| ABS Senior Security Analyst - DC      | E | 0006A |
| ABS Senior Security Analyst DC        | F | 0007A |
| ABS Security Analyst - DC             | E | 0007C |
| ABS Program Support Analyst - DC      | N | 0007E |
| ABS Administrative Specialist II - DC | N | 0007G |

**Option Year I**

| <b>Labor Category</b>                               | <b>Exempt /Non-Exempt</b> | <b>CLIN</b> |
|---|---------------------------|-------------|
| ABS Senior Personnel Security Specialist - VT       | E                         | 1001A       |
| Inquiries Senior Personnel Security Specialist - DC | E                         | 1001C       |
| Inquiries Personnel Security Specialist - VT        | E                         | 1001E       |
| Inquiries Personnel Security Specialist - DC        | E                         | 1001G       |
| Inquiries Security Analyst - VT                     | E                         | 1001I       |
| Inquiries Program Support Analyst - VT              | N                         | 1001K       |
| Inquiries Administrative Specialist I - VT          | N                         | 1001M       |
| Inquiries Administrative Specialist II - VT         | N                         | 1001O       |
| Inquiries Administrative Specialist III VT          | N                         | 1001Q       |
| ABS Senior Security Analyst - DC                    | E                         | 1002A       |
| ABS Information Assurance DC                        | E                         | 1002C       |
| ABS Administrative Specialist II DC                 | N                         | 1003A       |
| ABS Program Support Analyst - DC                    | N                         | 1004A       |
| ABS Administrative Assistant IV - DC                | N                         | 1004C       |
| VETS Administrative Specialist II - DC              | N                         | 1005A       |
| VETS Administrative Specialist IV DC                | N                         | 1005C       |
| VETS Logistics Supply Clerk - DC                    | N                         | 1005E       |
| VETS Program Support Analyst - DC                   | N                         | 1005G       |
| VETS Senior Financial Analyst - DC                  | N                         | 1005I       |
| VETS Administrative Specialist III - DC             | N                         | 1005K       |
| ABS Senior Security Analyst DC                      | E                         | 1006A       |
| ABS Senior Security Analyst - DC                    | E                         | 1007A       |
| ABS Security Analyst - DC                           | E                         | 1007C       |
| ABS Program Support Analyst - DC                    | N                         | 1007E       |
| ABS Administrative Specialist II - DC               | N                         | 1007G       |

Option Year 2

(b)(4)

| Labor Category                                    | Exempt /Non-Exempt | CLIN  | Hours | Base Rate | CLIN | OT Hours | OT Rate |
|---|--------------------|-------|-------|-----------|------|----------|---------|
| ABS Senior Personnel Security Specialist - VT     | E                  | 2001A |       |           |      |          |         |
| Inquiries Senior Personnel Security Specialist DC | E                  | 2001C |       |           |      |          |         |
| Inquiries Personnel Security Specialist - VT      | E                  | 2001E |       |           |      |          |         |
| Inquiries Personnel Security Specialist - DC      | E                  | 2001G |       |           |      |          |         |
| Inquiries Security Analyst - VT                   | E                  | 2001I |       |           |      |          |         |
| Inquiries Program Support Analyst - VT            | N                  | 2001K |       |           |      |          |         |
| Inquiries Administrative Specialist I - VT        | N                  | 2001M |       |           |      |          |         |
| Inquiries Administrative Specialist II - VT       | N                  | 2001O |       |           |      |          |         |
| Inquiries Administrative Specialist III VT        | N                  | 2001Q |       |           |      |          |         |
| ABS Senior Security Analyst - DC                  | E                  | 2002A |       |           |      |          |         |
| ABS Information Assurance DC                      | E                  | 2002C |       |           |      |          |         |
| ABS Administrative Specialist II - DC             | N                  | 2003A |       |           |      |          |         |
| ABS Program Support Analyst - DC                  | N                  | 2004A |       |           |      |          |         |
| ABS Administrative Assistant IV - DC              | N                  | 2004C |       |           |      |          |         |
| VETS Administrative Specialist II - DC            | N                  | 2005A |       |           |      |          |         |
| VETS Administrative Specialist IV - DC            | N                  | 2005C |       |           |      |          |         |
| VETS Logistics Supply Clerk DC                    | N                  | 2005E |       |           |      |          |         |
| VETS Program Support Analyst - DC                 | N                  | 2005G |       |           |      |          |         |
| VETS Senior Financial Analyst - DC                | N                  | 2005I |       |           |      |          |         |
| VETS Administrative Specialist III - DC           | N                  | 2005K |       |           |      |          |         |
| ABS Senior Security Analyst - DC                  | E                  | 2006A |       |           |      |          |         |
| ABS Senior Security Analyst - DC                  | E                  | 2007A |       |           |      |          |         |
| ABS Security Analyst DC                           | E                  | 2007C |       |           |      |          |         |
| ABS Program Support Analyst DC                    | N                  | 2007E |       |           |      |          |         |
| ABS Administrative Specialist II DC               | N                  | 2007G |       |           |      |          |         |



**Option Year 3**

| Labor Category                                    | Exempt /Non-Exempt | CLIN  | Hours | Base Rate | CLIN | OT Hours | OT Rate |
|---|--------------------|-------|-------|-----------|------|----------|---------|
| ABS Senior Personnel Security Specialist VT       | E                  | 3001A |       |           |      |          |         |
| Inquiries Senior Personnel Security Specialist DC | E                  | 3001C |       |           |      |          |         |
| Inquiries Personnel Security Specialist - VT      | E                  | 3001E |       |           |      |          |         |
| Inquiries Personnel Security Specialist - DC      | E                  | 3001G |       |           |      |          |         |
| Inquiries Security Analyst - VT                   | F                  | 3001H |       |           |      |          |         |
| Inquiries Program Support Analyst - VT            | N                  | 3001K |       |           |      |          |         |
| Inquiries Administrative Specialist I - VT        | N                  | 3001M |       |           |      |          |         |
| Inquiries Administrative Specialist II - VT       | N                  | 3001O |       |           |      |          |         |
| Inquiries Administrative Specialist III VT        | N                  | 3001Q |       |           |      |          |         |
| ABS Senior Security Analyst - DC                  | E                  | 3002A |       |           |      |          |         |
| ABS Information Assurance - DC                    | F                  | 3002C |       |           |      |          |         |
| ABS Administrative Specialist II - DC             | N                  | 3003A |       |           |      |          |         |
| ABS Program Support Analyst - DC                  | N                  | 3004A |       |           |      |          |         |
| ABS Administrative Assistant IV - DC              | N                  | 3004C |       |           |      |          |         |
| VETS Administrative Specialist II - DC            | N                  | 3005A |       |           |      |          |         |
| VETS Administrative Specialist IV - DC            | N                  | 3005C |       |           |      |          |         |
| VETS Logistics Supply Clerk - DC                  | N                  | 3005E |       |           |      |          |         |
| VETS Program Support Analyst - DC                 | N                  | 3005G |       |           |      |          |         |
| VETS Senior Financial Analyst - DC                | N                  | 3005I |       |           |      |          |         |
| VETS Administrative Specialist III - DC           | N                  | 3005K |       |           |      |          |         |
| ABS Senior Security Analyst - DC                  | E                  | 3006A |       |           |      |          |         |
| ABS Senior Security Analyst - DC                  | E                  | 3007A |       |           |      |          |         |
| ABS Security Analyst - DC                         | E                  | 3007C |       |           |      |          |         |
| ABS Program Support Analyst - DC                  | N                  | 3007E |       |           |      |          |         |
| ABS Administrative Specialist II - DC             | N                  | 3007G |       |           |      |          |         |

**Option Year 4**

| Labor Category                                | Exempt /Non-Exempt | CLIN  |
|---|--------------------|-------|
| ABS Senior Personnel Security Specialist - VT | E                  | 4001A |

(b)(4)

(b)(4)

|   |   |       |
|---|---|-------|
| Inquiries Senior Personnel Security Specialist – DC | F | 4001C |
| Inquiries Personnel Security Specialist - VT        | E | 4001E |
| Inquiries Personnel Security Specialist – DC        | E | 4001G |
| Inquiries Security Analyst – VT                     | E | 4001I |
| Inquiries Program Support Analyst – VT              | N | 4001K |
| Inquiries Administrative Specialist I – VT          | N | 4001M |
| Inquiries Administrative Specialist II – VT         | N | 4001O |
| Inquiries Administrative Specialist III – VT        | N | 4001Q |
| ABS Senior Security Analyst - DC                    | E | 4002A |
| ABS Information Assurance – DC                      | E | 4002C |
| ABS Administrative Specialist II – DC               | N | 4003A |
| ABS Program Support Analyst – DC                    | N | 4004A |
| ABS Administrative Assistant IV – DC                | N | 4004C |
| VETS Administrative Specialist II – DC              | N | 4005A |
| VETS Administrative Specialist IV DC                | N | 4005C |
| VETS Logistics Supply Clerk – DC                    | N | 4005E |
| VETS Program Support Analyst – DC                   | N | 4005G |
| VETS Senior Financial Analyst – DC                  | N | 4005I |
| VETS Administrative Specialist III – DC             | N | 4005K |
| ABS Senior Security Analyst – DC                    | E | 4006A |
| ABS Senior Security Analyst DC                      | E | 4007A |
| ABS Security Analyst – DC                           | E | 4007C |
| ABS Program Support Analyst – DC                    | N | 4007E |
| ABS Administrative Specialist II – DC               | N | 4007G |

## SECTION C. DESCRIPTION/SPECS/WORK STATEMENT

**Statement of Work**  
**U.S. Citizenship and Immigration Services**  
**Office of Security and Integrity (OSI)**  
**Security Support Services**

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1. **Title of Project**

U.S. Citizenship and Immigration Services (USCIS), Office of Security and Integrity (OSI) Security Support Services.

2. **Period of Performance**

The contract will commence upon the date specified in the Contracting Officer's written Notice to Proceed and continue for a base period of 12 months with four option periods.

3. **Contracting Officer's Technical Representative (COTR)**

USCIS, OSI COTR  
111 Massachusetts Ave. 7<sup>th</sup> Floor  
Phone: 202 272-9141

4. **Program Manager**

USCIS Chief  
Office of Security and Integrity  
111 Massachusetts Ave. 7<sup>th</sup> Floor  
Phone: 202 272-1225

5. **Project Background**

The Office of Security and Investigations was created within USCIS in FY04. In March 2007, OSI was re-organized to form the Office of Security and Integrity (OSI) with the objective of enhancing existing functions that focus on management and individual integrity, and securing employees and facilities. The end goal of OSI programs is to provide enterprise security, delivering professional, proactive, modern, and cost effective security solutions to internal and external customers by identifying and responding to known and developing vulnerabilities with scalable and efficiently managed security programs.

OSI functional areas include Physical Security, Personnel and Industrial Security, Administrative Security, Investigations, Internal Review, Resource Management and Policy, Planning, and Human Resources and Command Center Operations. USCIS Headquarters is responsible for development, oversight and implementation of agency policy; threat monitoring, analysis and reporting; administration support and operational continuity.

OSI maintains a collaborative relationship with the DHS Office of Security, and with other federal, state and local security organizations. Given the critical nature of its mission, OSI is sensitive to the need to ensure that: (1) its activities are undertaken within and upon firm legal authority, (2) there is clear mutual understanding and acceptance of such authority, and (3) when necessary appropriate authority is obtained to support operations.

6. **Scope**

The purpose of this requirement is to acquire professional security support services in the following divisions within OSI: Physical Security, Personnel and Industrial Security, Administrative Security, Investigations, Internal Review, Resource Management, Policy, Planning, and Human Resources, Command Center Operations and Program Management. OSI has a requirement to conduct comprehensive security planning and program development. OSI is planning to expand its presence in all functional areas, including adding additional field locations to enhance office level support and agency-wide communication.

Successful execution of OSI's objectives requires the contractor to operate and maintain a full range of

professional security services and capabilities. A professional security program has many aspects. The contractor shall need to be alert to threats that include, but are not limited to, terrorist attacks, assassination attempts, theft of classified materials, unlawful destruction of public property, and violations of other federal, state, and local criminal statutes. In addition to more measured activity to build a strong security program, an inherent feature of security operations and support is the ability to both promptly and ably respond to immediate needs and situations. The contractor shall assist OSI with and contribute to support responses to emergent needs as identified by OSI.

## 7. Services Required

### A. Personnel and Industrial Security

- A.1. The contractor shall provide the full range of professional and timely personnel and industrial security support services.
- A.2. The contractor shall provide personnel security support services to assist the Government with administering pre-entry on duty (EOD) security screening procedures for USCIS employees and contractor personnel, and assist with making recommendations regarding suitability, security and access determinations based upon executive orders, codes of federal regulations, DHS Management Directives and USCIS guidelines.
- A.3. The contractor shall assist with reviews of all USCIS classified and unclassified statements of work (SOW) and prepare appropriate security requirement language specific to each SOW. The contractor shall coordinate with DHS for approval of all classified SOW's.
- A.4. The contractor shall assist USCIS in initiating, evaluating and verifying data, referring any questions back to investigations, and recommending suitability determinations on all background investigations for USCIS review, with the exception of the employees on the contractor's contract in accordance with standards and requirements from the Office of Personnel Management and Executive Orders 10450, 12958, and 12968. This includes drafting investigative summary reports to include positive, as well as derogatory information, incomplete applications, and recommendations for USCIS and contract employees.
- A.5. The contractor shall review and evaluate reports of investigation and related documentation, verify questions back to investigations, and assist with making recommendations regarding the granting of security clearances for USCIS and contract employees.
- A.6. The contractor shall provide customer service support, receive inquiries (verbal and written) and provide responses to USCIS and DHS policies.
- A.7. The contractor shall assist in preparing program assessments as related to eQIP (Electronic Personnel Security Questionnaire), advanced Entrance on Duty (EOD) determinations, timely suitability and security adjudication, workload distribution, and automated reports that are produced during EOD and suitability determinations to ensure that industry best practices, headquarters policies, DHS directives and Office of Management and Budget (OMB) regulations are being met.
- A.8. Contractor personnel must possess up to a top secret clearance in order to review classified information contained within background investigations, to review classified statements of work and to attend classified briefings and training.
- A.9. The contractor shall assist in the preparation of training materials, coordination of training sites, and training execution and knowledge assessment to ensure that all trainees meet the minimum qualifications as required by the individual task orders. Areas that require training include the advanced Security EOD process and the Adjudication process.
- A.10. The contractor shall assist the Government in recommending policy, procedures, and outreach training in the area of Personnel and Industrial Security.
- A.11. **Personnel Security Pre-Entry On Duty In-Take:** The contractor shall provide Personnel security support services to assist the Government with administering pre-entry on duty security screening procedures for USCIS employees and contractor personnel to include but not limited to eQIP security forms review, case set-up, fingerprint checks, credit checks, employment verification, citizenship verification, and issue resolution. Additionally the contractor is responsible for the upgrade investigation initiation related to internal selections, TECS, NSI as well as DHS required reinvestigations.



*FBI Fingerprints* – Fingerprint results from the Federal Bureau of Investigation (FBI). Fingerprint cards (Federal - SF-87, Contractor - FD-258) are scanned and forwarded directly to the FBI in order to obtain any criminal record on file.

*Credit Report* – Complete an analysis of applicant credit reports to ensure DHS standards are met.

*Citizenship Verification* – Verification of U.S. citizenship and status of any immediate family members or adults living with applicant.

*Employment Check* – Conduct adequate and acceptable employment coverage for the past 5 years.

*Receipt and review of Security Forms (SF-86, SF-85P, etc.)* – Verify that security forms are complete, correct, and free of any issues. Minor issues must be resolved via telephone or written inquiries. Initiate the background investigation with OPM.

- A.12 Contractor personnel must be cleared at a level equal to the level of investigation to which they review. Personnel reviewing SSBI (Single Scope Background Investigation) information must be subject of a favorable adjudicated SSBI which is the level of investigation that supports a Top Secret clearance.

## B. Administrative Security

B.1. The contractor shall assist DHS/USCIS personnel when conducting National Security Information (NSI) safeguarding and management compliance reviews and recommend corrective action.

B.2. The contractor shall assist USCIS with support to international operations by training and, when appropriate, accompanying personnel assigned to overseas duty.

B.3. The contractor shall assist USCIS in the development and issuance of classification guides.

B.4. The contractor shall recommend and implement annual training for USCIS personnel related to safeguarding Sensitive But Unclassified (SBU) and Classified Information.

B.5. The contractor shall assist USCIS in providing situational awareness on counterintelligence issues affecting USCIS operations and support for the DHS Counterintelligence Program.

B.6. The contractor shall provide program management oversight assistance and administrative support for the USCIS Information Security, Communications Security, Special Security, and Special Access Programs.

B.7. The contractor shall establish a method for conducting security briefings for USCIS leadership.

B.8. The contractor shall assist USCIS in maintaining a current inventory of USCIS COMSEC equipment, and assist in the development of a COMSEC replacement strategy.

B.9. The contractor shall assist the Government in recommending policy, procedures, and outreach training in the area of Administrative Security.

B.10. Positions require security clearances at the Top Secret level and some positions will require SIC access.

## C. Investigations

C.1. The contractor shall provide investigative, research and administrative support to the USCIS Internal Investigations Program.

C.2. The contractor shall assist with the recommendation of policy, procedures, outreach training and administrative support to the Internal Investigations and the Management Inquiry Program.

C.3. The contractor shall coordinate with DHS office of the Inspector General and other Federal and non-Federal investigative organizations as reciprocal resources for data and background information.

C.4. The contractor shall provide assistance in investigating allegations of employee misconduct related to fraud, waste and abuse.

C.5. The contractor shall assist in the investigation of internal USCIS security violations,



prepare reports and conduct briefings of findings.

#### **D. Internal Review**

**D.1.** The contractor shall plan and conduct comprehensive management inspections of USCIS offices on a cyclical basis. The objective is to inspect 14 offices per year. The contractor shall also report findings from the inspections to include recommendations for corrective actions. Finally, the contractor shall validate self-inspection results on site.

**D.2.** The contractor shall conduct reviews of issues raised by USCIS management or identified through internal analysis. In addition, the contractor shall report on results of all reviews conducted to include recommendations for corrective actions, where necessary.

**D.3.** The contractor shall facilitate entrance, exit and other meetings, including field office visits, with the Government Accounting Office (GAO) and the DHS Office of Inspector General (OIG) with regard to program reviews, inspections and non financial audits. The contractor shall address GAO and OIG objectives, methodology and scope with review teams and USCIS management to ensure understanding. The contractor shall coordinate and review USCIS responses to OIG and GAO data requests, draft and final reports. Finally, the contractor shall serve as the repository of information provided to GAO and OIG teams to include all draft and final reports which will be kept on site.

**D.4.** The contractor shall follow-up on all recommendations made by GAO, OIG and internally to assess whether corrective actions taken address problems found and forward reports to USCIS management on the status of corrective actions related to all internal review recommendations. The contractor shall maintain files on all review recommendations, internal and external, to include status of corrective actions.

**D.5.** The contractor shall provide training for Headquarters and field staff participating in Internal Self-Inspection Tracking and Evaluation (INSITE) and field reviews. The contractor shall manage the annual self-inspection process to include preparing summary reports. The contractor shall develop and maintain, in partnership with management, guides used for INSITE and field reviews. Finally, the contractor shall obtain and analyze data and information for the purpose of identifying potential risk areas and issues with USCIS.

**D.6.** The contractor shall assist the Government in recommending policy, procedures, and outreach training in the area of Internal Review.

#### **E. Resource Management**

**E.1** The contractor shall provide resource management support to OSI to include procurement research, recommendations, document preparation, and update inventory and maintenance databases. The contractor shall assist in preparing service schedules for all inventory, and process and prepare reports for all recurring program assessments.

**E.2.** The contractor shall provide administrative support to OSI to include general clerical support, travel arrangements, data collection, data reporting, and document and case management processing and scanning.

**E.3.** The contractor shall assist with the development of acquisition documentation to include Performance Work Statements (PWS), Statements of Work (SOW), Statements of Objective (SOO), market research reports, or any other normally required contract documentation of this type not related to this contract.

**E.4.** The contractor shall assist in the management of program budgets, prepare reports and process funding documents for program management approval.

**E.5.** The contractor shall monitor compliance and obligation disbursements.

**E.6.** The contractor shall assist in processing in/out transactions, issuing referrals, setting control degrees, inquiries, status, local purchase, repairable item process, manager review action, stock level management, unserviceable assets management, backup recovery files, personal and sensitive property management, performance standard, overdue shipment process, cataloging process, user maintenance, update financial data, network router, and demand process.

**E.7.** The contractor shall assist the Government in recommending policy, procedures, and outreach training in the area of Resource Management.

## F. Policy, Planning and Human Resources

F.1. The contractor shall identify training venues and opportunities for OSI employees to communicate OSI's mission and function to our USCIS customers. The contractor shall assist in preparing outreach guidance documents, publications, and support of the OSI intranet portal that outline and convey information on OSI mission and functions to USCIS customers.

F.2. The contractor shall assist in the development of OSI management reviews, internal standard operating procedures and policies on a variety of subjects related to security and integrity; and assist in the development and management of OSI's external coordination program.

F.3. The contractor shall provide assistance to the OSI human resource support function, including preparing personnel actions for OSI management approval.

F.4. The contractor shall assist OSI to promote and facilitate appropriate collaboration, partnerships and information sharing within OSI and other USCIS offices and directorates in support of the OSI security and integrity mission

F.5. The contractor shall assist the Government in recommending policy, procedures, and outreach training.

## G. Physical Security

G.1. The contractor shall provide the full range of physical security support services for all task areas/divisions. This does not include protective or guard services of any facilities.

G.2. The contractor shall assist with the support of the development of physical and facility protective policies and procedures and assist in conducting security operations.

G.3. The contractor shall assist with conducting threat assessments for USCIS field offices on an eighteen month rotational basis for each field office; using DHS and other applicable standards, to support agency management by providing on-site guidance and formal reports with remedial recommendations and follow-on review.

G.4. The contractor shall assist the government with providing security assessments for an average of twenty four new and existing USCIS facilities per year as directed.

G.5. The contractor shall assist the government in implementing the process of Facility Access Requests, maintaining access control databases, and conduct file maintenance for OSI.

G.6. The contractor shall assist the Government in recommending policy procedures, and outreach training in the area of Physical Security.

G.7. The contractor shall assist in the implementation and monitoring of the agency's security standards programs; reviews security standards, surveys, inspections, memorandums, and other reports to collect, analyze and maintain information on threats, security countermeasures, exceptions to standards and cost; extracts data from surveys and reports for input into and maintenance of a standards compliance status database; operates, maintains and evaluates all functions for hardened electronic security countermeasures.

G.8. All positions shall possess clearances at the Secret level with the exception of administrative support positions.

G.9. The contractor shall provide support to the USCIS Continuity of Operations (COOP) program manager for the full range of USCIS COOP and Emergency Planning (EP) activity. The Contractor shall assist the USCIS COOP program manager with the planning and implementation of USCIS COOP/EP plans and operations as described below:

1) The contractor shall provide support to the Emergency Management Training programs to include course development and presentation to various audiences.

2) The contractor shall provide technical writing support in developing various emergency management policies and plans supporting COOP activities, Pandemic Influenza planning, emergency communications planning, test and exercise planning and business continuity planning.

3) The contractor shall provide direct support of monthly inter-departmental communications tests conducted from the HQ COOP site; serve as primary POC for Title Globe Inter-Agency Communications Test Exercise and managed associated emergency contact information for the



COOP Communications Plan (CCP) (Classified Document) in support of Title Globe activities.

4) The contractor shall serve as the alternate agency POC for the Government Emergency Telecommunications System (GETS) and Wireless Priority Service (WPS) program charged with updating user information and working with USCIS OIT to verify the list of USCIS WPS users being funded coincides with the list of all current active USCIS WPS Users.

5) The contractor shall directly support all planning and operational efforts associated with required inter-departmental exercises (TOPOFF 4/Pinnacle 07/Eagle Horizon 08). Additional responsibilities will include the conduct of numerous tests of internal communication mediums between Site BRAVO, ALPIIA, the Command Center and select field locations.

6) The contractor shall require TS level clearance to assist in the management of Site BRAVO crypto (KIV-7, STE, HSDN) to ensure the proper Keying Material needed for the COOP Site Bravo VTC equipment is operational.

7) The contractor shall assist the government in preparing and conducting COOP/EP training, education, exercises, and drills.

8) The contractor shall assist the government in developing and maintaining electronic records accurately reflecting all aspects of USCIS COOP/EP activity status.

This position will be relocate from the Harrisonburg, VA area to the Kansas City, MO area (most likely the National Records Center (NRC)) on or about June 1, 2008.

This position requires a Top Secret clearance.

#### H. Command Center Operations

H.1. The contractor shall support a twenty-four hour/seven days a week operational capability to receive, analyze and appropriately respond to Significant Incident Reports (SIRS), and perform continuous crisis and threat monitoring to ensure USCIS executive leadership and DHS leadership and components have a continuous flow of current security and threat information and developments.

H.2. The contractor shall assist OSI in ensuring that security and threat information is collected and disseminated to appropriate USCIS Senior Leaders, and assist in providing analytical support to other USCIS operations including: DHS Director's Office, Domestic Operations, Refugee Affairs and International Operations, National Security/Records Verification, Office of Emergency Management and Safety, and Fraud Detection National Security.

H.3. The contractor shall assist in providing continuous analysis and reporting regarding national security and fraud detection, as well as deterrence activities and technical support.

H.4. The contractor shall assist in the implementation and monitoring of the agency's security standards programs. Personnel responsibilities include reviewing security standards, cables, surveys, inspections, memorandums, and other reports to collect, analyze and maintain information on threats, security countermeasures, exceptions to standards and cost. The contractor shall extract data from surveys and reports for input into and maintenance of a standards compliance status database.

H.5. Contractor personnel must possess a Top Secret clearance with SCI access in order to work in the USCIS Command Center, and to have access to secure communications networks, and National Security Information up to the TS/SCI level.

H.6. Positions are required at the Secret and Top Secret level.

#### I. Program Management

I.1. All employees assigned to performance of tasks required under this contract shall be U.S. citizens. By signing this contract, the contractor agrees to this restriction.

I.2. The contractor shall appoint a program manager who will be available to act for the Contractor under circumstances requiring immediate attention. As such, the program manager shall be the single point of contact through which all Contractor/Government communications, work, and technical direction shall follow except in cases of an emergency.

I.3. The contractor shall provide a quarterly Interim Progress Review (IPR) as scheduled by the contracting officer to be held in Washington DC or Burlington VT offices.



I.4. The program manager position requires a Top Secret clearance.

8. **Deliverables**

The contractor shall submit one copy each of task specific status reports and all other deliverables to the COTR and the Contracting Officer by the 15<sup>th</sup> working day following the end of each month for review and acceptance. The monthly report shall contain, but is not limited to the following:

A.1 **General Status Report**

A.1.1. **Management Summary:** This summary should document any major problems/issues, current expenditures by work hours, and any significant progress or events.

A.1.2. **Narrative:** The contractor shall provide a description of work performed on tasks during the reporting period, status of ongoing work, and work planned for the following month, including discussions of any problems/issues and recommendations for correction by the 15<sup>th</sup> working day following the end of each month.

A.1.3. **Report Headings:** The format on all management reports shall contain the following headings

- Contract Number
- Name of Contractor
- Phone Number of Contractor
- Period of Performance or Report Period
- Contract Program Manager
- Total Dollar Value with summaries of billed, paid, outstanding and remaining funds and forecasted expenditures
- Title of Project
- Contracting Officer's Technical Representative
- Management Summary
- Problems and Issues
- Employee Status – Information regarding staffing changes, for example, position changes of current staff, staff additions and terminated staff, clearance status, training status, license and permit status as applicable.

A.2. **Specific Reports**

**Time and Attendance Logs** – The contractor shall assure that all assigned employees are present for work during assigned and approved overtime, and shall maintain documentation to support invoicing and to be made available to the Government upon demand.

A.3. **Deliverable Schedule**

The contractor shall submit one copy of each deliverable to both the COTR and Contracting Officer as specified in each task order for review and acceptance. The contractor shall provide the deliverables (see Table below) in the electronic format predominately used by DIIS. All documentation developed by the contractor shall become the property of the Government, shall not contain proprietary markings, shall be maintained in an appropriately secure fashion, and shall be surrendered to the Government upon demand. The Government will have 10 calendar days to review and provide comments to the Contractor prior to acceptance of all deliverables.

| Report                                   | Due Date                               | Requirement |
|--|--|-------------|
| Post Award Conference/Meeting            | As scheduled by Contracting Officer    | 12          |
| Project Management Plan                  | 30 calendar days after contract award  | 9.A.6       |
| General Status Report                    | 10 <sup>th</sup> Business Day, Monthly | 8A.1        |
| Threat Assessments                       | As Directed—USCIS Sites                | 7G.3        |
| Facility Access Requests                 | Weekly                                 | 7A.4        |
| Program Assessments                      | Monthly                                | 7A.7        |
| Training Materials                       | As Directed/Scheduled                  | 7A.9        |
| Security Briefings                       | As Directed/Scheduled                  | 7B.7        |
| Management Inspection Reports            | Cyclical                               | 7D.1        |
| INSITE Field Reviews                     | Cyclical                               | 7D.5        |
| Significant Incident Reports             | As Required                            | 7I.1        |
| National Security Analysis and Reporting | Continuous                             | 7I.3        |
| Interim Progress Review (IPR)            | Quarterly                              | 7.I.3       |

## 9. Administrative Requirements

### A. General Requirements

**A.1.** The contractor shall maintain administrative files, which shall at a minimum include personnel files on all employees furnished under the Contract. These files shall contain at a minimum the person's name, date of birth, social security number, home address, home telephone number, name of person to be notified in emergency, color photograph of the employee, records of all training, examinations, test scores, and copies of all complaints, investigations, and commendations.

**A.2.** The contractor shall establish a Quality Control Program that ensures that, by monitoring and continuing training and testing, all personnel assigned to this contract are proficient in their assigned task requirements.

**A.3.** The contractor shall notify the COTR verbally, within 24 hours, upon transfer or termination of any person assigned to work under this contract. This notification shall be followed up in writing within three (3) business days.

**A.4.** The contractor shall have the following minimum general education requirements: High school diploma or GED, possess the ability to speak, read, and write English sufficiently to effectively carry out all duties, including the understanding of printed rules, detailed orders, instructions, and training materials, communicate with coworkers and the public, as well as the ability to compose written reports/forms. Documented technical education or training and experience are required for hiring qualified personnel to successfully perform assigned tasks.

**A.5.** The contractor shall maintain an active personnel screening, recruitment, and selection program to provide a flow of incoming personnel sufficient to fill the requirements within this contract. This program shall be sufficient to keep abreast of attrition and shall be an adjunct to the Management program and Training program.

A.6. Within thirty (30) calendar days after contract award, the contractor shall provide the COTR with its Project Management Plan (PMP). The PMP shall include all tasks performed under this contract and shall be amended as required to remain current. The plan shall include:

- Corporate oversight activities
- Staffing Plan, to include a list of employees, work assignments, locations and recruiting plans
- Time and attendance procedures

A.7. Specific provisions for any given requirement will be detailed in each task order. The contractor must have appropriate clearance to access Sensitive But Unclassified (SBU) and classified documents as described within each task order.

10. Travel

Travel is anticipated for this acquisition in support of OSI operations and training. Travel shall not be performed in connection with this contract without prior written approval of the COTR or Contracting Officer. The Contractor shall be reimbursed for travel in accordance with the Federal Travel Regulations.

11. Place of Performance

The primary places of performance are 111 Massachusetts Ave., N.W., Washington, DC, 20 Massachusetts Ave., N.W., Washington, DC and Burlington, VT; however work may be performed at an alternate work site at the discretion of the Government.

12. Post Award Conference/Meeting

The contractor shall meet with the Government Contracting Officer, Government COTR and Program Manager (PM) after award as established by the Contracting Officer. The purpose of the meeting is to identify primary points of contact and discuss scope and tasks, in order to achieve a clear and mutual understanding of all contract requirements and to identify and resolve potential problems.

13. Government Furnished Information/Support

A. Government provided office space, will be equipped with a desk, computer and telephone and will have convenient access to a printer, fax machine and photocopier. The Government will provide standard office supplies such as paper, pens, notebooks, etc. that are required to operate efficiently.

B. The contractor shall account for any government furnished equipment that needs to be returned from terminated employees including building ID passes and office keys.

C. Radios and other select items of security equipment, standard office equipment may be furnished by the Government if necessary.

D. The contractor shall return identification cards and building passes for terminated employees and expired USCIS issued identification cards or building passes within 24 hours.

14. Hours of Operation

Normal business hours are between the hours of 6 a.m. and 6 p.m. However, if performance outside these normal business hours is required, the individual order will specify the hours during which performance must be provided.

15. Security Requirements

**General Requirements**

U.S. Citizenship & Immigration Services (USCIS) has determined that performance of this contract



requires that the Contractor, subcontractor(s), vendor(s), etc. (herein known as Contractor), requires access to classified National Security Information (herein known as classified information). Classified information is Government information which requires protection in accordance with Executive Order 12958, Classified National Security Information, and supplementing directives.

The Contractor will abide by the requirements set forth in the DD Form 254, Contract Security Classification Specification, included in the contract, and the National Industrial Security Program Operating Manual (NISPOM) for the protection of classified information at its cleared facility, if applicable, as directed by the Defense Security Service. If the Contractor has access to classified information at a USCIS or other Government Facility, it will abide by the requirements set by the agency.

#### **Suitability Determination**

Suitability Determination USCIS shall have and exercise full control over granting, denying, withholding or terminating access of unescorted Contractor employees to government facilities and/or access of Contractor employees to sensitive but unclassified information, based upon the results of a background investigation. USCIS may, as it deems appropriate, authorize and make a favorable entry on duty (EOD) decision based on preliminary security checks. The favorable EOD decision would allow the employees to commence work temporarily prior to the completion of the full investigation. The granting of a favorable EOD decision shall not be considered as assurance that a full employment suitability authorization will follow as a result thereof. The granting of a favorable EOD decision or a full employment suitability determination shall in no way prevent, preclude, or bar the withdrawal or termination of any such access by USCIS, at any time during the term of the contract. No employee of the Contractor shall be allowed unescorted access to a Government facility without a favorable EOD decision or suitability determination by the Office of Security & Investigations (OSI).

#### **Background Investigations**

Contract employees (to include applicants, temporaries, part-time and replacement employees) under the contract, needing access to sensitive but unclassified information, shall undergo a position sensitivity analysis based on the duties, outlined in the Position Designation Determination (PDD) for Contractor Personnel, each individual will perform on the contract. The results of the position sensitivity analysis shall identify the appropriate background investigation to be conducted. All background investigations will be processed through OSI. Prospective Contractor employees shall submit the following completed forms to OSI through the COTR no less than 30 days before the starting date of the contract or 30 days prior to entry on duty of any employees, whether a replacement, addition, subcontractor employee, or vendor:

1. Standard Form 85P, "Questionnaire for Public Trust Positions"
2. DHS Form 11000-6, "Conditional Access to Sensitive But Unclassified Information Non-Disclosure Agreement"
3. FD Form 258, "Fingerprint Card" (2 copies)
4. Form DHS-11000-9, "Disclosure and Authorization Pertaining to Consumer Reports Pursuant to the Fair Credit Reporting Act"
5. Position Designation Determination for Contract Personnel Form
6. Foreign National Relatives or Associates Statement

Required forms will be provided by USCIS at the time of award of the contract. Only complete packages will be accepted by OSI. Specific instructions on submission of packages will be provided upon award of the contract.

Be advised that unless an applicant requiring access to sensitive but unclassified information has resided in

the US for three of the past five years, OSI may not be able to complete a satisfactory background investigation. In such cases, USCIS retains the right to deem an applicant as ineligible due to insufficient background information.

The use of Non-U.S. citizens, including Lawful Permanent Residents (LPRs), is not permitted in the performance of this contract for any position that involves access to or development of any DHS IT system. USCIS will consider only U.S. Citizens for employment on this contract. USCIS will not approve LPRs for employment on this contract in any position that requires the LPR to access or assist in the development, operation, management or maintenance of DHS IT systems. By signing this contract, the contractor agrees to this restriction. In those instances where other non-IT requirements contained in the contract can be met by using LPRs, those requirements shall be clearly described.

#### **Employment Eligibility**

The Contractor must agree that each employee working on this contract will have a Social Security Card issued and approved by the Social Security Administration. The Contractor shall be responsible to USCIS for acts and omissions of his own employees and for any Subcontractor(s) and their employees to include financial responsibility for all damage or injury to persons or property resulting from the acts or omissions of the contractor's employees.

Subject to existing law, regulations and/ or other provisions of this contract, illegal or undocumented aliens will not be employed by the Contractor, or with this contract. The Contractor will ensure that this provision is expressly incorporated into any and all Subcontracts or subordinate agreements issued in support of this contract.

All contractor personnel assigned to this contract shall undergo drug testing conducted by a Department of Health and Human Service (HHS/SAMHSA) approved laboratory under the National Laboratory Certification Program (NLCP) and screened for the presence of cannabinoids, cocaine, opiates, amphetamines, and phencyclidine. (CIS reserves the right to expand the list to include additional drugs). All contractor personnel must possess drug test results that state the individual has not tested positive for any illegal drugs.

The results of each screening shall be provided to the COTR prior to the Security EOD approval. Drug screening shall be ordered and accomplished at the contractor's expense.

#### **Continued Eligibility**

If a prospective employee is found to be ineligible for access to USCIS facilities or information, the COTR will advise the Contractor that the employee shall not continue to work or to be assigned to work under the contract.

USCIS reserves the right and prerogative to deny and/ or restrict the facility and information access of any Contractor employee whose actions are in conflict with the standards of conduct, 5 CFR 2635 and 5 CFR 3801, or whom USCIS determines to present a risk of compromising sensitive but unclassified information to which he or she would have access under this contract.

The Contractor will report any adverse information coming to their attention concerning contract employees under the contract to USCIS OSI. The subsequent termination of employment of an employee does not obviate the requirement to submit this report. The report shall include the employees' name and social security number, along with the adverse information being reported.

OSI must be notified of all terminations/ resignations within five days of occurrence. The Contractor will return any expired USCIS issued identification cards and building passes, or those of terminated employees to the COTR. If an identification card or building pass is not available to be returned, a report must be submitted to the COTR, referencing the pass or card number, name of individual to whom issued, the last known location and disposition of the pass or card.



### Security Management

The Contractor shall appoint a senior official to act as the Corporate Security Officer. The individual will interface with the Security Office through the COTR on all security matters, to include physical, personnel, and protection of all Government information and data accessed by the Contractor.

The COTR and the Security Office shall have the right to inspect the procedures, methods, and facilities utilized by the Contractor in complying with the security requirements under this contract. Should the COTR determine that the Contractor is not complying with the security requirements of this contract, the Contractor will be informed in writing by the Contracting Officer of the proper action to be taken in order to effect compliance with such requirements.

### Computer And Telecommunications Security Requirements

#### Security Program Background

The DIIS has established a department wide IT security program based on the following Executive Orders (EO), public laws, and national policy:

- Public Law 107-296, Homeland Security Act of 2002.
- Federal Information Security Management Act (FISMA) of 2002, November 25, 2002.
- Public Law 104-106, Clinger-Cohen Act of 1996 [formerly, Information Technology Management Reform Act (ITMRA)], February 10, 1996.
- Privacy Act of 1974, As Amended. 5 United States Code (U.S.C.) 552a, Public Law 93-579, Washington, D.C., July 14, 1987.
- Executive Order 12829, *National Industrial Security Program*, January 6, 1993.
- Executive Order 12958, *Classified National Security Information*, as amended.
- Executive Order 12968, *Access to Classified Information*, August 2, 1995.
- Executive Order 13231, *Critical Infrastructure Protection in the Information Age*, October 16, 2001.
- National Industrial Security Program Operating Manual (NISPOM), February 2001.
- DHS *Sensitive Systems Policy Publication 4300A v2.1*, July 26, 2004
- DHS *National Security Systems Policy Publication 4300B v2.1*, July 26, 2004
- Homeland Security Presidential Directive 7, *Critical Infrastructure Identification, Prioritization, and Protection*, December 17, 2003.
- Office of Management and Budget (OMB) Circular A-130, *Management of Federal Information Resources*.
- National Security Directive (NSD) 42, *National Policy for the Security of National Security Telecommunications and Information Systems (U)*, July 5, 1990, CONFIDENTIAL.
- 5 Code of Federal Regulations (CFR) §2635, Office of Government Ethics, *Standards of Ethical Conduct for Employees of the Executive Branch*.
- DHS SCG OS-002 (IT), *National Security IT Systems Certification & Accreditation*, March 2004.
- Department of State 12 Foreign Affairs Manual (FAM) 600, *Information Security Technology*, June 22, 2000.
- Department of State 12 FAM 500, *Information Security*, October 1, 1999.
- Executive Order 12472, *Assignment of National Security and Emergency Preparedness Telecommunications Functions*, dated April 3, 1984.
- Presidential Decision Directive 67, *Enduring Constitutional Government and Continuity of Government Operations*, dated October 21, 1998.
- FEMA Federal Preparedness Circular 65, *Federal Executive Branch Continuity of Operations (COOP)*, dated July 26, 1999.
- FEMA Federal Preparedness Circular 66, *Text, Training and Exercise (IT&E) for Continuity of Operations (COOP)*, dated April 30, 2001.
- FEMA Federal Preparedness Circular 67, *Acquisition of Alternate Facilities for Continuity of Operations*, dated April 30, 2001.
- Title 36 Code of Federal Regulations 1236, *Management of Vital Records*, revised as of July 1, 2000.
- National Institute of Standards and Technology (NIST) Special Publications for computer security and



FISMA compliance.

### General

Due to the sensitive nature of USCIS information, the contractor is required to develop and maintain a comprehensive Computer and Telecommunications Security Program to address the integrity, confidentiality, and availability of sensitive but unclassified (SBU) information during collection, storage, transmission, and disposal. The contractor's security program shall adhere to the requirements set forth in the DHS Management Directive 4300 IT Systems Security Pub Volume 1 Part A and DHS Management Directive 4300 IT Systems Security Pub Volume 1 Part B. This shall include conformance with the DHS Sensitive Systems Handbook, DHS Management Directive 11042 Safeguarding Sensitive but Unclassified (For Official Use Only) Information and other DHS or USCIS guidelines and directives regarding information security requirements. The contractor shall establish a working relationship with the USCIS IT Security Office, headed by the Information Systems Security Program Manager (ISSM).

### IT Systems Security

In Accordance With DHS Management Directive 4300.1 "Information Technology Systems Security", USCIS Contractors Shall Ensure That All Employees With Access To USCIS IT Systems Are In Compliance With The Requirement Of This Management Directive. Specifically, All Contractor Employees With Access To USCIS IT Systems Meet The Requirement For Successfully Completing The Annual "Computer Security Awareness Training (CSAT)." All Contractor Employees Are Required To Complete The Training Within 60-Days From The Date Of Entry On Duty (EOD) And Are Required To Complete The Training Yearly Thereafter. CSAT Can Be Accessed At The Following: <http://Oted.Uscis.Dhs.Gov/Eidvantage.Default.Asp> Or Via Remote Access From A CD Which Can Be Obtained By Contacting [Uscisitsecurity@Dhs.Gov](mailto:Uscisitsecurity@Dhs.Gov).

### IT Security In The Systems Development Life Cycle (SDLC)

The USCIS SDLC Manual Documents All System Activities Required For The Development, Operation, And Disposition Of IT Security Systems. Required Systems Analysis, Deliverables, And Security Activities Are Identified In The SDLC Manual By Lifecycle Phase. The Contractor Shall Assist The Appropriate USCIS ISSO With Development And Completion Of All SDLC Activities And Deliverables Contained In The SDLC. The SDLC Is Supplemented With Information From DHS And USCIS Policies And Procedures As Well As The National Institute Of Standards Special Procedures Related To Computer Security And FISMA Compliance. These Activities Include Development Of The Following Documents:

- *Sensitive System Security Plan (SSSP)*: This is the primary reference that describes system sensitivity, criticality, security controls, policies, and procedures. The SSSP shall be based upon the completion of the DHS FIPS 199 workbook to categorize the system of application and completion of the RMS Questionnaire. The SSSP shall be completed as part of the System or Release Definition Process in the SDLC and shall not be waived or tailored.
- *Privacy Impact Assessment (PIA) and System of Records Notification (SORN)*. For each new development activity, each incremental system update, or system recertification, a PIA and SORN shall be evaluated. If the system (or modification) triggers a PIA the contractor shall support the development of PIA and SORN as required. The Privacy Act of 1974 requires the PIA and shall be part of the SDLC process performed at either System or Release Definition.
- *Contingency Plan (CP)*: This plan describes the steps to be taken to ensure that an automated system or facility can be recovered from service disruptions in the event of emergencies and/or disasters. The Contractor shall support annual contingency plan testing and shall provide a Contingency Plan Test Results Report.
- *Security Test and Evaluation (ST&E)*: This document evaluates each security control and countermeasure to verify operation in the manner intended. Test parameters are established based on results of the RA. An ST&E shall be conducted for each Major Application and each General Support System as part of the certification process. The Contractor shall support this process.



- *Risk Assessment (RA)*: This document identifies threats and vulnerabilities, assesses the impacts of the threats, evaluates in-place countermeasures, and identifies additional countermeasures necessary to ensure an acceptable level of security. The RA shall be completed after completing the NIST 800-53 evaluation, Contingency Plan Testing, and the ST&F. Identified weakness shall be documented in a Plan of Action and Milestone (POA&M) in the USCIS Trusted Agent FISMA (TAF) tool. Each POA&M entry shall identify the cost of mitigating the weakness and the schedule for mitigating the weakness, as well as a POC for the mitigation efforts.
- *Certification and Accreditation (C&A)*: This program establishes the extent to which a particular design and implementation of an automated system and the facilities housing that system meet a specified set of security requirements, based on the RA of security features and other technical requirements (certification), and the management authorization and approval of a system to process sensitive but unclassified information (accreditation). As appropriate the Contractor shall be granted access to the USCIS TAF and Risk Management System (RMS) tools to support C&A and its annual assessment requirements. Annual assessment activities shall include completion of the NIST 800-26 Self Assessment in TAF, annual review of user accounts, and annual review of the FIPS categorization. C&A status shall be reviewed for each incremental system update and a new full C&A process completed when a major system revision is anticipated.

### Security Assurances

DHS Management Directives 4300 requires compliance with standards set forth by NIST, for evaluating computer systems used for processing SBU information. The Contractor shall ensure that requirements are allocated in the functional requirements and system design documents to security requirements are based on the DHS policy, NIST standards and applicable legislation and regulatory requirements. Systems shall offer the following visible security features:

- *User Identification and Authentication (I&A)* – I&A is the process of telling a system the identity of a subject (for example, a user) (*I*) and providing that the subject is who it claims to be (*A*). Systems shall be designed so that the identity of each user shall be established prior to authorizing system access, each system user shall have his/her own user ID and password, and each user is authenticated before access is permitted. All system and database administrative users shall have strong authentication, with passwords that shall conform to established DHS standards. All USCIS Identification and Authentication shall be done using the Password Issuance Control System (PICS) or its successor. Under no circumstances will Identification and Authentication be performed by other than the USCIS standard system in UNC at the time of a systems development.
- *Discretionary Access Control (DAC)* – DAC is a DHS access policy that restricts access to system objects (for example, files, directories, devices) based on the identity of the users and/or groups to which they belong. All system files shall be protected by a secondary access control measure.
- *Object Reuse* – Object Reuse is the reassignment to a subject (for example, user) of a medium that previously contained an object (for example, file). Systems that use memory to temporarily store user I&A information and any other SBU information shall be cleared before reallocation.
- *Audit* – DHS systems shall provide facilities for transaction auditing, which is the examination of a set of chronological records that provide evidence of system and user activity. Evidence of active review of audit logs shall be provided to the USCIS IT Security Office on a monthly basis, identifying all security findings including failed log in attempts, attempts to access restricted information, and password change activity.
- *Banner Pages* – DHS systems shall provide appropriate security banners at start up identifying the system or application as being a Government asset and subject to government laws and regulations. This requirement does not apply to public facing internet pages, but shall apply to intranet applications.

### Data Security

SBU systems shall be protected from unauthorized access, modification, and denial of service. The Contractor shall ensure that all aspects of data security requirements (i.e., confidentiality, integrity, and availability) are included in the functional requirements and system design, and ensure that they meet the



minimum requirements as set forth in the DIIS Sensitive Systems Handbook and USCIS policies and procedures. These requirements include:

- *Integrity* – The computer systems used for processing SDU shall have data integrity controls to ensure that data is not modified (intentionally or unintentionally) or repudiated by either the sender or the receiver of the information. A risk analysis and vulnerability assessment shall be performed to determine what type of data integrity controls (e.g., cyclical redundancy checks, message authentication codes, security hash functions, and digital signatures, etc.) shall be used.
- *Confidentiality* – Controls shall be included to ensure that SBU information collected, stored, and transmitted by the system is protected against compromise. A risk analysis and vulnerability assessment shall be performed to determine if threats to the SBU exist. If it exists, data encryption shall be used to mitigate such threats.
- *Availability* – Controls shall be included to ensure that the system is continuously working and all services are fully available within a timeframe commensurate with the availability needs of the user community and the criticality of the information processed.
- *Data Labeling*. The contractor shall ensure that documents and media are labeled consistent with the DIIS *Sensitive Systems Handbook*.

#### 52.204-2 Security Clause Requirements.

As prescribed in 4.404(a), insert the following clause:

Security Requirements (Aug 1996)

(a) This clause applies to the extent that this contract involves access to information classified "Confidential," "Secret," or "Top Secret."

(b) The Contractor shall comply with

(1) The Security Agreement (DD Form 441), including the *National Industrial Security Program Operating Manual* (DOD 5220.22-M); and

(2) Any revisions to that manual, notice of which has been furnished to the Contractor.

(c) If, subsequent to the date of this contract, the security classification or security requirements under this contract are changed by the Government and if the changes cause an increase or decrease in security costs or otherwise affect any other term or condition of this contract, the contract shall be subject to an equitable adjustment as if the changes were directed under the Changes clause of this contract.

(d) The Contractor agrees to insert terms that conform substantially to the language of this clause, including this paragraph (d) but excluding any reference to the Changes clause of this contract, in all subcontracts under this contract that involve access to classified information.

(End of clause)

*Alternate 1 (Apr 1984)*. If a cost contract for research and development with an educational institution is contemplated, add the following paragraphs (e), (f), and (g) to the basic clause:

(e) If a change in security requirements, as provided in paragraphs (b) and (c), results (1) in a change in the security classification of this contract or any of its elements from an unclassified status or a lower classification to a higher classification, or (2) in more restrictive area controls than previously required, the Contractor shall exert every reasonable effort compatible with the Contractor's established policies to continue the performance of work under the contract in compliance with the change in security classification or requirements. If, despite reasonable efforts, the Contractor determines that the continuation of work under this contract is not practicable because of the change in security classification or requirements, the Contractor shall notify the Contracting Officer in writing. Until resolution of the problem is made by the Contracting Officer, the Contractor shall continue safeguarding all classified material as required by this contract.

(f) After receiving the written notification, the Contracting Officer shall explore the circumstances surrounding the proposed change in security classification or requirements, and shall endeavor to work out a mutually satisfactory method whereby the Contractor can continue performance of the work under this contract.

(g) If, 15 days after receipt by the Contracting Officer of the notification of the Contractor's stated inability to proceed, (1) the application to this contract of the change in security classification or requirements has not been withdrawn, or (2) a mutually satisfactory method for continuing performance of work under this contract has not been agreed upon, the Contractor may request the Contracting Officer to terminate the



contract in whole or in part. The Contracting Officer shall terminate the contract in whole or in part, as may be appropriate, and the termination shall be deemed a termination under the terms of the Termination for the Convenience of the Government clause.

*Alternate II (Apr 1984).* If employee identification is required for security or other reasons in a construction contract or architect-engineer contract, add the following paragraph (c) to the basic clause:

(c) The Contractor shall be responsible for furnishing to each employee and for requiring each employee engaged on the work to display such identification as may be approved and directed by the Contracting Officer. All prescribed identification shall immediately be delivered to the Contracting Officer, for cancellation upon the release of any employee. When required by the Contracting Officer, the Contractor shall obtain and submit fingerprints of all persons employed or to be employed on the project.

**SECTION D – PACKAGING AND MARKING**

**D.1 Reports and Deliverables**

Reports and deliverables provided under this contract shall be clearly marked as the work product of the Contractor. They shall be bound in standard commercial format and shall be marked with the applicable contract number (and task order number, if applicable), and delivered to the Contracting Officer's Technical Representative (COTR) and Contracting Officer (CO).

**SECTION E - INSPECTION AND ACCEPTANCE**

**E.1 52.252-2 Clauses Incorporated by Reference FEB 1998**

This contract incorporates one or more clauses by reference, with the same force and effect as if they were given in full text. Upon request, the Contracting Officer will make their full text available. Also, the full text of a clause may be accessed electronically at this address: [www.armet.gov/far](http://www.armet.gov/far)

|                 |   |                 |
|-----------------|---|-----------------|
| <b>52.246-4</b> | <b>Inspection of Services - Fixed Price</b>         | <b>AUG 1996</b> |
| <b>52.246-5</b> | <b>Inspection of Services - Time &amp; Material</b> | <b>MAY 2001</b> |



**SECTION F – DELIVERIES OR PERFORMANCE**

**F.1 52.252-2 Clauses Incorporated by Reference FEB 1998**

This contract incorporates one or more clauses by reference, with the same force and effect as if they were given in full text. Upon request, the Contracting Officer will make their full text available. Also, the full text of a clause may be accessed electronically at this address: [www.amct.gov/far](http://www.amct.gov/far)

**52.242-15 Stop-Work Order AUG 1989**

**F.2 Contract Performance Period**

The contract period of performance shall commence on date of commencement specified in the Contracting Officer's Notice to Proceed directive and continue for 12 months thereafter. In addition, this contract includes four 1-year options to extend the term of performance. The period of performance for any particular task order shall be established in the order itself.

**F.3 Deliverables**

Deliverable shall be provided in accordance with Section C, Statement of Work (SOW), Paragraph 8.

**SECTION G – CONTRACT ADMINISTRATION DATA**

**G.1 Contract Administration**

This contract will be administered by:

Department of Homeland Security (DHS)  
U.S. Citizenship & Immigration Services (USCIS)  
USCIS Contracting Office  
70 Kimball Avenue  
So. Burlington, VT 05403  
(802)872-4111

**G.2 Funding and Appropriation Data**

Funding and appropriation data under this contract will be specified in individual task orders.

**G.3 Invoice Requirements**

(a) Invoices shall be submitted on a monthly basis. The invoice shall be sent in duplicate to the COTR and the Contracting Officer.

**G.4 Final Payment**

As a condition precedent to final payment, a release discharging the Government, its officers, agents and employees of and from all liabilities, obligations, and claims arising out or under this contract shall be completed. A release of claims will be forwarded to the contractor at the end of each performance period for contractor completion as soon thereafter as practicable.

**SECTION H – SPECIAL CONTRACT REQUIREMENTS**

**H.1 Department of Labor Wage Determination**

Department of Labor Wage Determinations listed in Section J and attached to this contract are hereby incorporated into and made a part of this contract.

**H.2 Evaluation of Performance for Contractor Performance Reports**

(a) Past performance information is relevant information regarding a Contractor's actions and conduct on previously awarded contracts. It includes such things as a Contractor's ability to conform to contract requirements and specifications, adherence to contract schedules, quality performance, cost control, reasonable and cooperative behavior, and commitment to customer satisfaction.

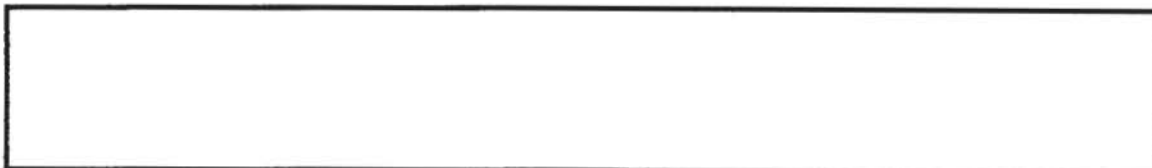
(b) For active contracts which exceed the Simplified Acquisition Threshold, the Federal Acquisition Regulation (FAR) 42.1502 requires federal agencies to prepare Contractor performance evaluations (report cards). Report cards are completed and forwarded to the Contractor for review within thirty (30) calendar days from the time the work under the contract is completed for each contract year. Interim evaluations by the Contracting Officer may be completed as necessary. The Contractor has thirty (30) days to reply with comments, rebutting statements, or additional information that will be made part of the official record. Performance evaluation reports will be available to Government contracting personnel for their use in making responsibility determinations and source selection purposes on future contract actions.

**H.3 Advertisements, Publicizing Awards, and News Releases**

All press releases or announcements about agency programs, projects, and contract awards need to be cleared by the Program Office and the Contracting Officer. Under no circumstances shall the Contractor, or anyone acting on behalf of the Contractor, refer to the supplies, services, or equipment furnished pursuant to the provisions of this contract in any publicity news release or commercial advertising without first obtaining explicit written consent to do so from the Program Office and the Contracting Officer.

The Contractor agrees not to refer to awards in commercial advertising in such a manner as to state or imply that the product or service provided is endorsed or preferred by the Federal Government or is considered by the Government to be superior to other products or services."

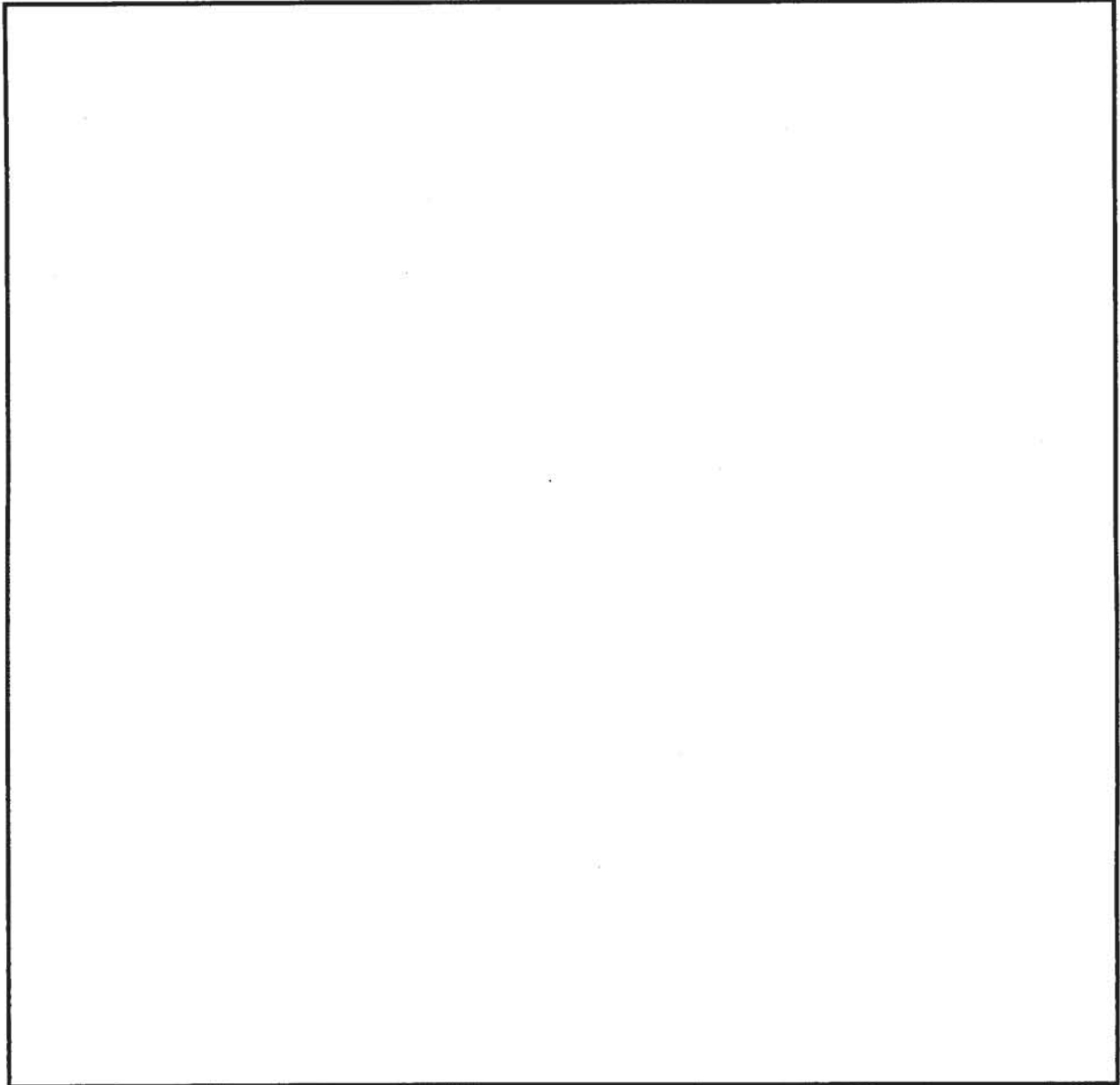
**H.4 Subcontracting Commitment**



(b)(4)



**II.5 Organizational Conflict of Interest**



(b)(4)

**SECTION I – CONTRACT CLAUSES****I.1 52.252-2 Clauses Incorporated by Reference FEB 1998**

This contract incorporates one or more clauses by reference, with the same force and effect as if they were given in full text. Upon request, the Contracting Officer will make their full text available. Also, the full text of a clause may be accessed electronically at these addresses: [www.arnet.gov/far](http://www.arnet.gov/far)

|           |  |          |
|-----------|--|----------|
| 52.202-1  | Definitions  | JUL 2004 |
| 52.203-3  | Gratuities   | APR 1984 |
| 52.203-5  | Covenant Against Contingent Fees   | APR 1984 |
| 52.203-6  | Restrictions on Subcontractor Sales to the Govt  | SEP 2006 |
| 52.203-7  | Anti-Kickback Procedures   | JUL 1995 |
| 52.203-8  | Cancellation, Rescission, and Recovery of Funds for Illegal or Improper Activity                                       | JAN 1997 |
| 52.203-10 | Price or Fee Adjustment for Illegal or Improper Activity   | JAN 1997 |
| 52.203-12 | Limitation on Payments to Influence Certain Federal Transactions   | SEP 2007 |
| 52.203-13 | Contractor Code of Business Ethics and Conduct   | DEC 2007 |
| 52.204-2  | Security Requirements  | AUG 1996 |
| 52.204-4  | Printed or Copied Double-Sided on Recycled Paper   | AUG 2000 |
| 52.204-7  | Central Contractor Registration  | APR 2008 |
| 52.204-9  | Personal Identity Verification of Contractor Personnel   | SEP 2007 |
| 52.209-6  | Protecting the Governments Interest When Subcontracting with Contractors Debarred, Suspended or Proposed for Debarment | SEP 2006 |
| 52.215-2  | Audit and Records--Negotiation   | JUN 1999 |
| 52.215-8  | Order of Precedence--Uniform Contract Format   | OCT 1997 |
| 52.215-10 | Price Reduction for Defective Cost or Pricing Data   | OCT 1997 |
| 52.215-11 | Price Reduction for Defective Cost or Pricing Data – Modifications   | OCT 1997 |
| 52.215-12 | Subcontractor Cost or Pricing Data   | OCT 1997 |
| 52/215-13 | Subcontractor Cost or Pricing Data – Modifications   | OCT 1997 |
| 52.215-17 | Waiver of Facilities Capital Cost of Money   | OCT 1997 |
| 52.215-19 | Notification of Ownership Changes  | OCT 1997 |
| 52.216-7  | Allowable Cost and Payment   | DEC 2002 |

|           |  |          |
|-----------|--|----------|
| 52.216-18 | Ordering<br>(In the 1 <sup>st</sup> blank insert "date of award". In<br>the 2 <sup>nd</sup> blank insert " <u>the end of performance<br/>period, including any exercised Option Years.</u> ")                            | OCT 1995 |
| 52.216-19 | Order Limitations<br>Insert in the blank (a) \$50,000<br>(b)(1) \$10,000,000<br>(2) \$20,000,000<br>(3) 30 days  | OCT 1995 |
| 52.216-22 | Indefinite Quantity  | OCT 1995 |
| 52.216-24 | Limitation of Government Liability   | APR 1984 |
| 52.216-25 | Contract Definitization  | OCT 1997 |
| 52.217-8  | Option to Extend Services<br>(In the blank, insert "30 days prior to expiration<br>of contract effective period")  | NOV 1999 |
| 52.217-9  | Option to Extend the Term of the Contract<br>(In the 1 <sup>st</sup> blank insert "30 days before the contract<br>expires", in the 2 <sup>nd</sup> blank insert "60", in the 3 <sup>rd</sup><br>blank insert, "5 years") | MAR 2000 |
| 52.219-8  | Utilization of Small Business Concerns   | MAY 2004 |
| 52.219-14 | Limitations on Subcontracting  | DEC 1996 |
| 52.219-28 | Post-Award Small Business Program<br>Representation  | JUN 2007 |
| 52.222-3  | Convict Labor  | JUN 2003 |
| 52.222-4  | Contract Work Hours and Safety Standards<br>Act - Overtime Compensation  | JUL 2005 |
| 52.222-19 | Child Labor - Cooperation with Authorities<br>and Remedies   | FEB 2008 |
| 52.222-21 | Prohibition of Segregated Facilities   | FEB 1999 |
| 52.222-26 | Equal Opportunity  | MAR 2007 |
| 52.222-35 | Equal Opportunity for Special Disabled<br>Veterans, Veterans of the Vietnam Era, and<br>other Eligible Veterans  | SEP 2006 |
| 52.222-36 | Affirmative Action for Workers with<br>Disabilities  | JUN 1998 |
| 52.222-37 | Employment Reports on Special Disabled<br>Veterans, Veterans of the Vietnam Era, and<br>other Eligible Veterans  | SEP 2006 |
| 52.222-39 | Notification of Employee Rights Concerning<br>Payment of Union Dues or Fees  | DEC 2004 |
| 52.222-41 | Service Contract Act of 1965, as Amended   | NOV 2007 |
| 52.222-43 | Fair Labor Standards Act and Service Contract<br>Act - Price Adjustment (Multiple Year and<br>Option Contracts)  | NOV 2006 |
| 52.222-50 | Combating Trafficking in Persons   | AUG 2007 |



|           |   |                      |
|-----------|---|----------------------|
| 52.223-5  | Pollution Prevention and Right-to-Know Information                        | AUG 2003             |
| 52.223-6  | Drug-Free Workplace   | MAY 2001             |
| 52.223-10 | Waste Reduction Program   | AUG 2000             |
| 52.223-14 | Toxic Chemical Release Reporting  | AUG 2003             |
| 52.224-1  | Privacy Act Notification  | APR 1984             |
| 52.224-2  | Privacy Act   | APR 1984             |
| 52.225-13 | Restrictions on Certain Foreign Purchases                                 | FEB 2006             |
| 52.226-1  | Utilization of Indian Organizations and Indian-Owned Economic Enterprises | JUN 2000             |
| 52.227-1  | Authorization and Consent   | DEC 2007             |
| 52.228-5  | Insurance - Work on a Government Installation                             | JAN 1997             |
| 52.232-7  | Payments under Time-and-Materials and Labor-Hour Contracts                | FEB 2007             |
| 52.232-8  | Discounts for Prompt Payment  | FEB 2002             |
| 52.232-17 | Interest  | JUN 1996             |
| 52.232-23 | Assignment of Claims  | JAN 1986             |
| 52.232-25 | Prompt Payment  | OCT 2003             |
| 52.232-33 | Payment by Electronic Funds Transfer - Central Contractor Registration    | OCT 2003             |
| 52.233-1  | Disputes  | JUL 2002             |
| 52.233-3  | Protest After Award   | AUG 1996             |
| 52.233-4  | Applicable Law for Breach of Contract Claim                               | OCT 2004             |
| 52.237-2  | Protection of Government Buildings, Equipment and Vegetation              | APR 1984             |
| 52.237-3  | Continuity of Services  | JAN 1991             |
| 52.239-1  | Privacy or Security Safeguards  | AUG 1996             |
| 52.242-3  | Penalties for Unallowable Costs   | MAY 2001             |
| 52.242-13 | Bankruptcy  | JUL 1995             |
| 52.243-3  | Changes - Time-and-Materials or Labor Hours                               | SEP 2000             |
| 52.243-7  | Notification of Changes   | APR 1984             |
| 52.244-2  | Subcontracts  | JUN 2007             |
| 52.245-1  | Property Records  | JUN 2007             |
| 52.245-9  | Use and Charges   | JUN 2007             |
| 52.246-25 | Limitation of Liability - Services  | FEB 1997             |
| 52.248-1  | Value Engineering   | FEB 2000             |
| 52.249-2  | Termination for Convenience of the Government (Fixed-Price)               | MAY 2004             |
| 52.249-6  | Termination (Cost Reimbursement) Alternate V                              | MAY 2004<br>SEP 1996 |
| 52.249-8  | Default (Fixed-Price Supply and Service)                                  | APR 1984             |
| 52.249-14 | Excusable Delays  | APR 1984             |
| 52.251-1  | Government Supply Sources   | APR 1984             |
| 52.253-1  | Computer Generated Forms  | JAN 1991             |

**I.2. FAR Clauses in Full Text**

**52.222-42 Statement of Equivalent Rates for Federal Hires MAY 1989**

In compliance with the Service Contract Act of 1965, as amended, and the regulations of the Secretary of Labor (29 CFR part 4), this clause identifies the classes of service employees expected to be employed under the contract and states the wages and fringe benefits payable to each if they were employed by the contracting agency subject to the provisions of 5 U.S.C. 5341 or 5332

**THIS STATEMENT IS FOR INFORMATION ONLY: IT IS NOT A WAGE DETERMINATION**

| <u>Employee class</u>                        | <u>Monetary wage - Fringe Benefits</u> |        |
|--|--|--------|
| Management & Program Analyst GS-343-12/4     | \$30.42                                | 36.45% |
| Security Assistant GS-0086-7/4               | \$17.15                                | 36.45% |
| Personnel Security Specialist GS-080-12/4    | \$30.42                                | 36.45% |
| Supply Technician GS-2005-7/4                | \$17.15                                | 36.45% |
| Mission Support Assistant OA GS-303-7/4      | \$17.15                                | 36.45% |
| Lead Mission Support Assistant OA GS-303-8/4 | \$18.99                                | 36.45% |

**52.252-4 Alterations in Contract APR 1984**

Portions of this contract are altered as follows: None.

(End of Clause)

**52.252-6 Authorized Deviations in Clauses APR 1984**

(a) The use in this solicitation or contract of any Federal Acquisition Regulation (48 CFR Chapter 1) clause with an authorized deviation is indicated by the addition of "(Deviation)" after the date of this clause.

(b) The use in this solicitation or contract of any Department of Homeland Security Acquisition Regulation (HSAR) (CFR 48, Chapter 30) clause with an authorized deviation is indicated by the addition of "(DEVIATION)" after the name of the regulation.

(End of Clause)

**I.3 Federal Acquisition Regulation FAR Deviation**

**8(a) Partnership Agreement**

This contract is entered into between the U.S. Small Business Administration (SBA) (Prime Contractor) and the 8(a) Participant (Subcontractor) and the Department of Homeland Security (DHS), U.S. Citizenship & Immigration Services (USCIS).

The 8(a) Partnership Agreement (PA), dated January 31, 2007, issued between the SBA and DHS delegates the authority to make direct award of the contract to the 8(a) participant once the requirement has been offered and accepted by the SBA. The DHS USCIS Contracting Officer will retain contract administration.

**52.219-71 Section 8(a) Direct Awards (Deviation) (November 2005)**

(a) This contract is issued as a direct award between the contracting activity and the 8(a) contractor pursuant to a Partnership Agreement between the Small Business Administration (SBA) and the Department of Homeland Security (DHS). SBA retains responsibility for 8(a) certification, 8(a) eligibility determinations and related issues, and providing counseling and assistance to the 8(a) contractor under the 8(a) program. The cognizant SBA district office is:

U.S. Small Business Administration  
Alaska District Office  
510 L. Street, Suite 310  
Anchorage, AK 99501-1952

(b) The contracting activity is responsible for administering the contract and taking any action on behalf of the Government under the terms and conditions of the contract. However, the contracting activity shall give advance notice to the SBA before it issues a final notice terminating performance, either in whole or in part, under the contract. The contracting activity shall also coordinate with SBA prior to processing any novation agreement. The contracting activity may assign contract administration functions to a contract administration office.

(c) The contractor agrees:

(1) to notify the Contracting Officer, simultaneously with its notification to SBA (as required by SBA's 8(a) regulations), when the owner or owners upon whom 8(a) eligibility is based plan to relinquish ownership or control of the concern. Consistent with 15 U.S.C. 637(a)(21), transfer of ownership or control shall result in termination of the contract for convenience, unless SBA waives the requirement for termination prior to the actual relinquishing of ownership or control.

(2) to adhere to the requirements of FAR 52.219-14, Limitations on Subcontracting.  
(End of Clause)



**I.4 Homeland Security Acquisition Regulations (HSAR) clauses and provisions incorporated by reference.**

|                    |   |                 |
|--------------------|---|-----------------|
| <b>3052.215-70</b> | <b>Key Personnel or Facilities</b>  | <b>DEC 2003</b> |
|                    | <b>(a) Operations Director, Program Manager, Project Manager, Site Lead</b> |                 |
| <b>3052.242-71</b> | <b>Dissemination of Contract Information</b>                                | <b>DEC 2003</b> |
| <b>3052.242-72</b> | <b>Contracting Officer's Technical Representative</b>                       | <b>DEC 2003</b> |

**I.5 Homeland Security Acquisition Regulations (HSAR) clauses and provisions in full text:**

|                    |                                   |                 |
|--------------------|-----------------------------------|-----------------|
| <b>3052.204-71</b> | <b>Contractor Employee Access</b> | <b>JUN 2006</b> |
|--------------------|-----------------------------------|-----------------|

(a) *Sensitive Information*, as used in this Chapter, means any information, the loss, misuse, disclosure, or unauthorized access to or modification of which could adversely affect the national or homeland security interest, or the conduct of Federal programs, or the privacy to which individuals are entitled under section 552a of title 5, United States Code (the Privacy Act), but which has not been specifically authorized under criteria established by an Executive Order or an Act of Congress to be kept secret in the interest of national defense, homeland security or foreign policy. This definition includes the following categories of information:

(1) Protected Critical Infrastructure Information (PCII) as set out in the Critical Infrastructure Information Act of 2002 (Title II, Subtitle B, of the Homeland Security Act, Public Law 107-296, 196 Stat. 2135), as amended, the implementing regulations thereto (Title 6, Code of Federal Regulations, Part 29) as amended, the applicable PCII Procedures Manual, as amended, and any supplementary guidance officially communicated by an authorized official of the Department of Homeland Security (including the PCII Program Manager or his/her designee);

(2) Sensitive Security Information (SSI), as defined in Title 49, Code of Federal Regulations, Part 1520, as amended, "Policies and Procedures of Safeguarding and Control of SSI," as amended, and any supplementary guidance officially communicated by an authorized official of the Department of Homeland Security (including the Assistant Secretary for the Transportation Security Administration or his/her designee);

(3) Information designated as "For Official Use Only," which is unclassified information of a sensitive nature and the unauthorized disclosure of which could adversely impact a person's privacy or welfare, the conduct of Federal programs, or other programs or operations essential to the national or homeland security interest; and

(4) Any information that is designated "sensitive" or subject to other controls, safeguards or protections in accordance with subsequently adopted homeland security information handling procedures.

(b) "Information Technology Resources" include, but are not limited to, computer equipment, networking equipment, telecommunications equipment, cabling, network drives, computer drives, network software, computer software, software programs, intranet sites, and internet sites.

(c) Contractor employees working on this contract must complete such forms as may be necessary for security or other reasons, including the conduct of background investigations to determine suitability. Completed forms shall be submitted as directed by the Contracting Officer. Upon the Contracting Officer's request, the Contractor's employees shall be fingerprinted, or subject to other investigations as required. All contractor employees requiring recurring access to Government facilities or access to sensitive information or IT resources are required to have a favorably adjudicated background investigation prior to commencing work on this contract unless this requirement is waived under Departmental procedures.

(d) The Contracting Officer may require the contractor to prohibit individuals from working on the contract if the government deems their initial or continued employment contrary to the public interest for any reason, including, but not limited to, carelessness, insubordination, incompetence, or security concerns.

(e) Work under this contract may involve access to sensitive information. Therefore, the Contractor shall not disclose, orally or in writing, any sensitive information to any person unless authorized in writing by the Contracting Officer. For those contractor employees authorized access to sensitive information, the contractor shall ensure that these persons receive training concerning the protection and disclosure of sensitive information both during and after contract performance.

(f) The Contractor shall include the substance of this clause in all subcontracts at any tier where the subcontractor may have access to Government facilities, sensitive information, or resources.

(End of clause)

**ALTERNATE 1  
(JUN 2006)**

When the contract will require contractor employees to have access to Information Technology (IT) resources, add the following paragraphs:

(g) Before receiving access to IT resources under this contract the individual must receive a security briefing, which the Contracting Officer's Technical Representative (COTR) will arrange, and complete any nondisclosure agreement furnished by DHS.



(h) The contractor shall have access only to those areas of DHS information technology resources explicitly stated in this contract or approved by the COTR in writing as necessary for performance of the work under this contract. Any attempts by contractor personnel to gain access to any information technology resources not expressly authorized by the statement of work, other terms and conditions in this contract, or as approved in writing by the COTR, is strictly prohibited. In the event of violation of this provision, DHS will take appropriate actions with regard to the contract and the individual(s) involved.

(i) Contractor access to DIIS networks from a remote location is a temporary privilege for mutual convenience while the contractor performs business for the DHS Component. It is not a right, a guarantee of access, a condition of the contract, or Government Furnished Equipment (GFE).

(j) Contractor access will be terminated for unauthorized use. The contractor agrees to hold and save DHS harmless from any unauthorized use and agrees not to request additional time or money under the contract for any delays resulting from unauthorized use or access.

(k) Non-U.S. citizens shall not be authorized to access or assist in the development, operation, management or maintenance of Department IT systems under the contract, unless a waiver has been granted by the Head of the Component or designee, with the concurrence of both the Department's Chief Security Officer (CSO) and the Chief Information Officer (CIO) or their designees. Within DHS Headquarters, the waiver may be granted only with the approval of both the CSO and the CIO or their designees. In order for a waiver to be granted:

- (1) The individual must be a legal permanent resident of the U. S. or a citizen of Ireland, Israel, the Republic of the Philippines, or any nation on the Allied Nations List maintained by the Department of State;
- (2) There must be a compelling reason for using this individual as opposed to a U. S. citizen; and
- (3) The waiver must be in the best interest of the Government.

(l) Contractors shall identify in their proposals the names and citizenship of all non-U.S. citizens proposed to work under the contract. Any additions or deletions of non-U.S. citizens after contract award shall also be reported to the contracting officer.

(End of clause)



**SECTION J - LIST OF ATTACHMENTS**

- Attachment 1 – Service Contract Act Wage Determinations**  
-2005-2103, Revision 6 dated 05/29/08 (District of Columbia)  
-2005-2537, Revision 8 dated 05/29/08 (Vermont)
- Attachment 2 – Contract Security Classification Specification (DD254)**

**Attachment 1 – Department of Labor Wage Determinations**

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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

Shirley F. Ebbesen Division of Wage Determinations  
 Director  
 Wage Determination No.: 2005-2103  
 Revision No.: 6  
 Date Of Revision: 05/29/2008

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide  
 Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St  
 Mary's  
 Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King  
 George, Loudoun, Prince William, Stafford

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

| OCCUPATION CODE - TITLE                                 | MINIMUM WAGE RATE |
|---|-------------------|
| 01000 - Administrative Support And Clerical Occupations |                   |
| 01011 - Accounting Clerk I                              | 14.05             |
| 01012 - Accounting Clerk II                             | 15.78             |
| 01013 - Accounting Clerk III                            | 20.27             |
| 01020 - Administrative Assistant                        | 25.95             |
| 01040 - Court Reporter                                  | 19.46             |
| 01051 - Data Entry Operator I                           | 13.07             |
| 01052 - Data Entry Operator II                          | 14.26             |
| 01060 - Dispatcher, Motor Vehicle                       | 16.79             |
| 01070 - Document Preparation Clerk                      | 13.64             |
| 01090 - Duplicating Machine Operator                    | 13.64             |
| 01111 - General Clerk I                                 | 13.92             |
| 01112 - General Clerk II                                | 15.32             |
| 01113 - General Clerk III                               | 18.74             |
| 01120 - Housing Referral Assistant                      | 23.83             |
| 01141 - Messenger Courier                               | 11.25             |
| 01191 - Order Clerk I                                   | 14.74             |
| 01192 - Order Clerk II                                  | 16.29             |
| 01261 - Personnel Assistant (Employment) I              | 16.90             |
| 01262 - Personnel Assistant (Employment) II             | 18.90             |
| 01263 - Personnel Assistant (Employment) III            | 21.66             |
| 01270 - Production Control Clerk                        | 21.29             |
| 01280 - Receptionist                                    | 13.18             |
| 01290 - Rental Clerk                                    | 16.16             |
| 01300 - Scheduler, Maintenance                          | 16.16             |
| 01311 - Secretary I                                     | 17.26             |
| 01312 - Secretary II                                    | 19.41             |
| 01313 - Secretary III                                   | 23.83             |
| 01320 - Service Order Dispatcher                        | 16.10             |
| 01410 - Supply Technician                               | 25.95             |

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| 01420 - Survey Worker                                | 19.46 |
| 01531 - Travel Clerk I                               | 12.59 |
| 01532 - Travel Clerk II                              | 13.54 |
| 01533 - Travel Clerk III                             | 14.54 |
| 01611 - Word Processor I                             | 13.76 |
| 01612 - Word Processor II                            | 16.16 |
| 01613 - Word Processor III                           | 19.46 |
| 05000 - Automotive Service Occupations               |       |
| 05005 - Automobile Body Repairer, Fiberglass         | 25.26 |
| 05010 - Automotive Electrician                       | 21.37 |
| 05040 - Automotive Glass Installer                   | 20.14 |
| 05070 - Automotive Worker                            | 20.14 |
| 05110 - Mobile Equipment Servicer                    | 17.31 |
| 05130 - Motor Equipment Metal Mechanic               | 22.53 |
| 05160 - Motor Equipment Metal Worker                 | 20.14 |
| 05190 - Motor Vehicle Mechanic                       | 22.53 |
| 05220 - Motor Vehicle Mechanic Helper                | 16.81 |
| 05250 - Motor Vehicle Upholstery Worker              | 19.66 |
| 05280 - Motor Vehicle Wrecker                        | 20.14 |
| 05310 - Painter, Automotive                          | 21.37 |
| 05340 - Radiator Repair Specialist                   | 20.14 |
| 05370 - Tire Repairer                                | 14.43 |
| 05400 - Transmission Repair Specialist               | 22.53 |
| 07000 - Food Preparation And Service Occupations     |       |
| 07010 - Baker  | 13.18 |
| 07041 - Cook I                                       | 11.97 |
| 07042 - Cook II                                      | 13.28 |
| 07070 - Dishwasher                                   | 9.82  |
| 07130 - Food Service Worker                          | 10.66 |
| 07210 - Meat Cutter                                  | 16.07 |
| 07260 - Waiter/Waitress                              | 8.82  |
| 09000 - Furniture Maintenance And Repair Occupations |       |
| 09010 - Electrostatic Spray Painter                  | 18.05 |
| 09040 - Furniture Handler                            | 12.78 |
| 09080 - Furniture Refinisher                         | 18.39 |
| 09090 - Furniture Refinisher Helper                  | 14.11 |
| 09110 - Furniture Repairer, Minor                    | 16.31 |
| 09130 - Upholsterer                                  | 18.05 |
| 11000 - General Services And Support Occupations     |       |
| 11030 - Cleaner, Vehicles                            | 9.85  |
| 11060 - Elevator Operator                            | 9.85  |
| 11090 - Gardener                                     | 15.70 |
| 11122 - Housekeeping Aide                            | 10.89 |
| 11150 - Janitor                                      | 10.89 |
| 11210 - Laborer, Grounds Maintenance                 | 12.07 |
| 11240 - Maid or Houseman                             | 10.84 |
| 11260 - Pruner                                       | 11.37 |
| 11270 - Tractor Operator                             | 14.19 |
| 11330 - Trail Maintenance Worker                     | 12.07 |
| 11360 - Window Cleaner                               | 11.31 |
| 12000 - Health Occupations                           |       |
| 12010 - Ambulance Driver                             | 17.69 |
| 12011 - Breath Alcohol Technician                    | 18.55 |
| 12012 - Certified Occupational Therapist Assistant   | 21.01 |
| 12015 - Certified Physical Therapist Assistant       | 21.01 |
| 12020 - Dental Assistant                             | 16.90 |



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| 12025 - Dental Hygienist                                     | 40.68 |
| 12030 - FKG Technician                                       | 24.77 |
| 12035 - Electroneurodiagnostic Technologist                  | 24.77 |
| 12040 - Emergency Medical Technician                         | 18.55 |
| 12071 - Licensed Practical Nurse I                           | 18.60 |
| 12072 - Licensed Practical Nurse II                          | 20.82 |
| 12073 - Licensed Practical Nurse III                         | 22.85 |
| 12100 - Medical Assistant                                    | 14.23 |
| 12130 - Medical Laboratory Technician                        | 18.04 |
| 12160 - Medical Record Clerk                                 | 16.06 |
| 12190 - Medical Record Technician                            | 17.96 |
| 12195 - Medical Transcriptionist                             | 17.93 |
| 12210 - Nuclear Medicine Technologist                        | 31.82 |
| 12221 - Nursing Assistant I                                  | 9.75  |
| 12222 - Nursing Assistant II                                 | 10.96 |
| 12223 - Nursing Assistant III                                | 13.02 |
| 12224 - Nursing Assistant IV                                 | 14.62 |
| 12235 - Optical Dispenser                                    | 18.34 |
| 12236 - Optical Technician                                   | 14.41 |
| 12250 - Pharmacy Technician                                  | 16.31 |
| 12280 - Phlebotomist   | 14.62 |
| 12305 - Radiologic Technologist                              | 28.28 |
| 12311 - Registered Nurse I                                   | 26.73 |
| 12312 - Registered Nurse II                                  | 31.24 |
| 12313 - Registered Nurse II, Specialist                      | 31.24 |
| 12314 - Registered Nurse III                                 | 37.77 |
| 12315 - Registered Nurse III, Anesthetist                    | 37.77 |
| 12316 - Registered Nurse IV                                  | 45.28 |
| 12317 - Scheduler (Drug and Alcohol Testing)                 | 18.85 |
| 13000 - Information And Arts Occupations                     |       |
| 13011 - Exhibits Specialist I                                | 18.55 |
| 13012 - Exhibits Specialist II                               | 23.33 |
| 13013 - Exhibits Specialist III                              | 28.11 |
| 13041 - Illustrator I  | 20.40 |
| 13042 - Illustrator II                                       | 25.28 |
| 13043 - Illustrator III                                      | 30.91 |
| 13047 - Librarian  | 28.00 |
| 13050 - Library Aide/Clerk                                   | 13.77 |
| 13054 - Library Information Technology Systems Administrator | 25.29 |
| 13058 - Library Technician                                   | 19.05 |
| 13061 - Media Specialist I                                   | 17.03 |
| 13062 - Media Specialist II                                  | 19.05 |
| 13063 - Media Specialist III                                 | 21.24 |
| 13071 - Photographer I                                       | 14.67 |
| 13072 - Photographer II                                      | 17.18 |
| 13073 - Photographer III                                     | 21.52 |
| 13074 - Photographer IV                                      | 26.05 |
| 13075 - Photographer V                                       | 29.15 |
| 13110 - Video Teleconference Technician                      | 17.59 |
| 14000 - Information Technology Occupations                   |       |
| 14041 - Computer Operator I                                  | 17.78 |
| 14042 - Computer Operator II                                 | 19.88 |
| 14043 - Computer Operator III                                | 22.17 |
| 14044 - Computer Operator IV                                 | 24.64 |
| 14045 - Computer Operator V                                  | 27.28 |
| 14071 - Computer Programmer I (1)                            | 23.12 |

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|---|-------|
| 14072 - Computer Programmer II (1)                              |       |
| 14073 - Computer Programmer III (1)                             |       |
| 14074 - Computer Programmer IV (1)                              |       |
| 14101 - Computer Systems Analyst I (1)                          |       |
| 14102 - Computer Systems Analyst II (1)                         |       |
| 14103 - Computer Systems Analyst III (1)                        |       |
| 14150 - Peripheral Equipment Operator                           | 17.78 |
| 14160 - Personal Computer Support Technician                    | 24.64 |
| 15000 - Instructional Occupations                               |       |
| 15010 - Aircrew Training Devices Instructor (Non-Rated)         | 34.77 |
| 15020 - Aircrew Training Devices Instructor (Rated)             | 42.72 |
| 15030 - Air Crew Training Devices Instructor (Pilot)            | 50.81 |
| 15050 - Computer Based Training Specialist / Instructor         | 31.26 |
| 15060 - Educational Technologist                                | 30.88 |
| 15070 - Flight Instructor (Pilot)                               | 50.81 |
| 15080 - Graphic Artist  | 26.80 |
| 15090 - Technical Instructor                                    | 23.87 |
| 15095 - Technical Instructor/Course Developer                   | 29.19 |
| 15110 - Test Proctor  | 19.22 |
| 15120 - Tutor   | 19.22 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations |       |
| 16010 - Assembler   | 9.29  |
| 16030 - Counter Attendant                                       | 9.29  |
| 16040 - Dry Cleaner   | 12.21 |
| 16070 - Finisher, Flatwork, Machine                             | 9.29  |
| 16090 - Presser, Hand   | 9.29  |
| 16110 - Presser, Machine, Drycleaning                           | 9.29  |
| 16130 - Presser, Machine, Shirts                                | 9.29  |
| 16160 - Presser, Machine, Wearing Apparel, Laundry              | 9.29  |
| 16190 - Sewing Machine Operator                                 | 12.79 |
| 16220 - Tailor  | 13.57 |
| 16250 - Washer, Machine   | 10.16 |
| 19000 - Machine Tool Operation And Repair Occupations           |       |
| 19010 - Machine-Tool Operator (Tool Room)                       | 18.95 |
| 19040 - Tool And Die Maker                                      | 23.05 |
| 21000 - Materials Handling And Packing Occupations              |       |
| 21020 - Forklift Operator                                       | 17.90 |
| 21030 - Material Coordinator                                    | 21.29 |
| 21040 - Material Expediter                                      | 21.29 |
| 21050 - Material Handling Laborer                               | 12.65 |
| 21071 - Order Filler  | 13.87 |
| 21080 - Production Line Worker (Food Processing)                | 17.90 |
| 21110 - Shipping Packer   | 14.46 |
| 21130 - Shipping/Receiving Clerk                                | 14.46 |
| 21140 - Store Worker I  | 10.91 |
| 21150 - Stock Clerk   | 15.70 |
| 21210 - Tools And Parts Attendant                               | 17.90 |
| 21410 - Warehouse Specialist                                    | 17.90 |
| 23000 - Mechanics And Maintenance And Repair Occupations        |       |
| 23010 - Aerospace Structural Welder                             | 25.68 |
| 23021 - Aircraft Mechanic I                                     | 24.46 |
| 23022 - Aircraft Mechanic II                                    | 25.68 |
| 23023 - Aircraft Mechanic III                                   | 26.97 |
| 23040 - Aircraft Mechanic Helper                                | 16.61 |
| 23050 - Aircraft, Painter                                       | 23.42 |
| 23060 - Aircraft Servicer                                       | 18.71 |

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| 23080 - Aircraft Worker  | 19.90 |
| 23110 - Appliance Mechanic   | 20.60 |
| 23120 - Bicycle Repairer   | 14.43 |
| 23125 - Cable Splicer  | 24.98 |
| 23130 - Carpenter, Maintenance   | 20.88 |
| 23140 - Carpet Layer   | 19.33 |
| 23160 - Electrician, Maintenance   | 26.56 |
| 23181 - Electronics Technician Maintenance I                                   | 22.73 |
| 23182 - Electronics Technician Maintenance II                                  | 24.13 |
| 23183 - Electronics Technician Maintenance III                                 | 25.42 |
| 23260 - Fabric Worker  | 18.04 |
| 23290 - Fire Alarm System Mechanic   | 21.46 |
| 23310 - Fire Extinguisher Repairer   | 16.50 |
| 23311 - Fuel Distribution System Mechanic                                      | 22.81 |
| 23312 - Fuel Distribution System Operator                                      | 19.38 |
| 23370 - General Maintenance Worker   | 21.17 |
| 23380 - Ground Support Equipment Mechanic                                      | 24.46 |
| 23381 - Ground Support Equipment Servicer                                      | 18.71 |
| 23382 - Ground Support Equipment Worker  | 19.90 |
| 23391 - Gunsmith I   | 16.63 |
| 23392 - Gunsmith II  | 19.33 |
| 23393 - Gunsmith III   | 21.62 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic                     | 22.21 |
| 23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility) | 24.37 |
| 23430 - Heavy Equipment Mechanic   | 21.46 |
| 23440 - Heavy Equipment Operator   | 21.46 |
| 23460 - Instrument Mechanic  | 21.62 |
| 23465 - Laboratory/Shelter Mechanic  | 20.52 |
| 23470 - Laborer  | 14.27 |
| 23510 - Locksmith  | 19.76 |
| 23530 - Machinery Maintenance Mechanic   | 21.77 |
| 23550 - Machinist, Maintenance   | 21.62 |
| 23580 - Maintenance Trades Helper  | 15.10 |
| 23591 - Metrology Technician I   | 21.62 |
| 23592 - Metrology Technician II  | 22.78 |
| 23593 - Metrology Technician III   | 23.89 |
| 23640 - Millwright   | 25.63 |
| 23710 - Office Appliance Repairer  | 21.63 |
| 23760 - Painter, Maintenance   | 20.52 |
| 23790 - Pipfitter, Maintenance   | 23.19 |
| 23810 - Plumber, Maintenance   | 20.99 |
| 23820 - Pseudraulic Systems Mechanic   | 21.62 |
| 23850 - Rigger   | 21.62 |
| 23870 - Scale Mechanic   | 19.33 |
| 23890 - Sheet-Metal Worker, Maintenance  | 21.62 |
| 23910 - Small Engine Mechanic  | 20.05 |
| 23931 - Telecommunications Mechanic I  | 27.74 |
| 23932 - Telecommunications Mechanic II   | 29.24 |
| 23950 - Telephone Lineman  | 26.38 |
| 23960 - Welder, Combination, Maintenance                                       | 21.62 |
| 23965 - Well Driller   | 21.62 |
| 23970 - Woodcraft Worker   | 21.62 |
| 23980 - Woodworker   | 16.63 |
| 24000 - Personal Needs Occupations   |       |
| 24570 - Child Care Attendant   | 11.63 |



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| 24580 - Child Care Center Clerk                            | 16.15 |
| 24610 - Chore Aide   | 10.00 |
| 24620 - Family Readiness And Support Services Coordinator  | 14.25 |
| 24630 - Homemaker  | 16.75 |
| 25000 - Plant And System Operations Occupations            |       |
| 25010 - Boiler Tender                                      | 26.10 |
| 25040 - Sewage Plant Operator                              | 20.23 |
| 25070 - Stationary Engineer                                | 26.10 |
| 25190 - Ventilation Equipment Tender                       | 18.37 |
| 25210 - Water Treatment Plant Operator                     | 20.23 |
| 27000 - Protective Service Occupations                     |       |
| 27004 - Alarm Monitor                                      | 19.43 |
| 27007 - Baggage Inspector                                  | 12.66 |
| 27008 - Corrections Officer                                | 21.30 |
| 27010 - Court Security Officer                             | 23.26 |
| 27030 - Detection Dog Handler                              | 19.43 |
| 27040 - Detention Officer                                  | 21.30 |
| 27070 - Firefighter  | 22.39 |
| 27101 - Guard I  | 12.66 |
| 27102 - Guard II   | 19.43 |
| 27131 - Police Officer I                                   | 24.58 |
| 27132 - Police Officer II                                  | 28.24 |
| 28000 - Recreation Occupations                             |       |
| 28041 - Carnival Equipment Operator                        | 13.59 |
| 28042 - Carnival Equipment Repairer                        | 14.63 |
| 28043 - Carnival Equipment Worker                          | 9.24  |
| 28210 - Gate Attendant/Gate Tender                         | 13.01 |
| 28310 - Lifeguard  | 11.59 |
| 28350 - Park Attendant (Aide)                              | 14.56 |
| 28510 - Recreation Aide/Health Facility Attendant          | 10.62 |
| 28515 - Recreation Specialist                              | 18.04 |
| 28630 - Sports Official                                    | 11.59 |
| 28690 - Swimming Pool Operator                             | 18.21 |
| 29000 - Stevedoring/Longshoremen Occupational Services     |       |
| 29010 - Blocker And Bracer                                 | 22.60 |
| 29020 - Hatch Tender                                       | 22.60 |
| 29030 - Line Handler                                       | 22.60 |
| 29041 - Stevedore I  | 20.82 |
| 29042 - Stevedore II                                       | 23.68 |
| 30000 - Technical Occupations                              |       |
| 30010 - Air Traffic Control Specialist, Center (HFO) (2)   | 36.27 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (2)  | 25.01 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (2) | 27.54 |
| 30021 - Archeological Technician I                         | 17.82 |
| 30022 - Archeological Technician II                        | 19.87 |
| 30023 - Archeological Technician III                       | 25.95 |
| 30030 - Cartographic Technician                            | 25.95 |
| 30040 - Civil Engineering Technician                       | 23.78 |
| 30061 - Drafter/CAD Operator I                             | 18.72 |
| 30062 - Drafter/CAD Operator II                            | 20.94 |
| 30063 - Drafter/CAD Operator III                           | 24.60 |
| 30064 - Drafter/CAD Operator IV                            | 30.26 |
| 30081 - Engineering Technician I                           | 20.95 |
| 30082 - Engineering Technician II                          | 23.53 |
| 30083 - Engineering Technician III                         | 26.31 |
| 30084 - Engineering Technician IV                          | 32.61 |

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| 30085 - Engineering Technician V                                     | 39.88 |
| 30086 - Engineering Technician VI                                    | 48.25 |
| 30090 - Environmental Technician                                     | 23.50 |
| 30210 - Laboratory Technician  | 22.36 |
| 30240 - Mathematical Technician                                      | 28.94 |
| 30361 - Paralegal/Legal Assistant I                                  | 20.71 |
| 30362 - Paralegal/Legal Assistant II                                 | 25.69 |
| 30363 - Paralegal/Legal Assistant III                                | 31.38 |
| 30364 - Paralegal/Legal Assistant IV                                 | 37.97 |
| 30390 - Photo-Optics Technician                                      | 27.33 |
| 30461 - Technical Writer I   | 21.27 |
| 30462 - Technical Writer II  | 25.98 |
| 30463 - Technical Writer III   | 31.44 |
| 30491 - Unexploded Ordnance (UXO) Technician I                       | 23.05 |
| 30492 - Unexploded Ordnance (UXO) Technician II                      | 27.89 |
| 30493 - Unexploded Ordnance (UXO) Technician III                     | 33.43 |
| 30494 - Unexploded (UXO) Safety Escort                               | 23.05 |
| 30495 - Unexploded (UXO) Sweep Personnel                             | 23.05 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (2) | 24.35 |
| 30621 - Weather Observer, Senior (2)                                 | 26.38 |
| 31000 - Transportation/Mobile Equipment Operation Occupations        |       |
| 31020 - Bus Aide   | 12.50 |
| 31030 - Bus Driver   | 18.19 |
| 31043 - Driver Courier   | 12.71 |
| 31260 - Parking and Lot Attendant                                    | 9.53  |
| 31290 - Shuttle Bus Driver   | 14.69 |
| 31310 - Taxi Driver  | 13.98 |
| 31361 - Truckdriver, Light   | 14.69 |
| 31362 - Truckdriver, Medium  | 17.18 |
| 31363 - Truckdriver, Heavy   | 18.42 |
| 31364 - Truckdriver, Tractor-Trailer                                 | 18.42 |
| 99000 - Miscellaneous Occupations                                    |       |
| 99030 - Cashier  | 10.03 |
| 99050 - Desk Clerk   | 11.11 |
| 99095 - Embalmer   | 23.05 |
| 99251 - Laboratory Animal Caretaker I                                | 10.47 |
| 99252 - Laboratory Animal Caretaker II                               | 11.73 |
| 99310 - Mortician  | 29.98 |
| 99410 - Pest Controller  | 15.13 |
| 99510 - Photofinishing Worker  | 11.59 |
| 99710 - Recycling Laborer  | 16.51 |
| 99711 - Recycling Specialist   | 20.27 |
| 99730 - Refuse Collector   | 14.64 |
| 99810 - Sales Clerk  | 11.87 |
| 99820 - School Crossing Guard  | 12.51 |
| 99830 - Survey Party Chief   | 21.61 |
| 99831 - Surveying Aide   | 13.43 |
| 99832 - Surveying Technician   | 20.54 |
| 99840 - Vending Machine Attendant                                    | 13.68 |
| 99841 - Vending Machine Repairer                                     | 17.76 |
| 99842 - Vending Machine Repairer Helper                              | 13.68 |

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$3.24 per hour or \$129.60 per week or \$561.60 per 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 4174)

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:  
If you



work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** 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 ordinance, 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 link 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.



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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

Shirley F. Ebbesen Division of Wage Determinations  
 Director  
 Wage Determination No.: 2005-2537  
 Revision No.: 8  
 Date Of Revision: 05/29/2008

State: Vermont  
 Area: Vermont Statewide

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

| OCCUPATION CODE - TITLE                                 | MINIMUM WAGE RATE |
|---|-------------------|
| 01000 - Administrative Support And Clerical Occupations |                   |
| 01011 - Accounting Clerk I                              | 13.00             |
| 01012 - Accounting Clerk II                             | 14.72             |
| 01013 - Accounting Clerk III                            | 17.33             |
| 01020 - Administrative Assistant                        | 18.05             |
| 01040 - Court Reporter                                  | 14.46             |
| 01051 - Data Entry Operator I                           | 12.64             |
| 01052 - Data Entry Operator II                          | 13.79             |
| 01060 - Dispatcher, Motor Vehicle                       | 16.70             |
| 01070 - Document Preparation Clerk                      | 12.98             |
| 01090 - Duplicating Machine Operator                    | 12.96             |
| 01111 - General Clerk I                                 | 14.54             |
| 01112 - General Clerk II                                | 17.21             |
| 01113 - General Clerk III                               | 19.27             |
| 01120 - Housing Referral Assistant                      | 16.12             |
| 01141 - Messenger Courier                               | 11.47             |
| 01191 - Order Clerk I                                   | 13.14             |
| 01192 - Order Clerk II                                  | 14.34             |
| 01261 - Personnel Assistant (Employment) I              | 13.66             |
| 01262 - Personnel Assistant (Employment) II             | 15.27             |
| 01263 - Personnel Assistant (Employment) III            | 17.03             |
| 01270 - Production Control Clerk                        | 17.64             |
| 01280 - Receptionist                                    | 11.55             |
| 01290 - Rental Clerk                                    | 11.90             |
| 01300 - Scheduler, Maintenance                          | 12.93             |
| 01311 - Secretary I                                     | 12.93             |
| 01312 - Secretary II                                    | 14.46             |
| 01313 - Secretary III                                   | 16.12             |
| 01320 - Service Order Dispatcher                        | 15.18             |
| 01410 - Supply Technician                               | 18.05             |
| 01420 - Survey Worker                                   | 11.86             |
| 01531 - Travel Clerk I                                  | 11.57             |
| 01532 - Travel Clerk II                                 | 12.61             |
| 01533 - Travel Clerk III                                | 13.71             |
| 01611 - Word Processor I                                | 11.40             |

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| 01612 - Word Processor II                            | 12.76 |
| 01613 - Word Processor III                           | 14.22 |
| 05000 - Automotive Service Occupations               |       |
| 05005 - Automobile Body Repairer, Fiberglass         | 16.55 |
| 05010 - Automotive Electrician                       | 14.92 |
| 05040 - Automotive Glass Installer                   | 14.30 |
| 05070 - Automotive Worker                            | 14.30 |
| 05110 - Mobile Equipment Servicer                    | 13.21 |
| 05130 - Motor Equipment Metal Mechanic               | 15.54 |
| 05160 - Motor Equipment Mctal Worker                 | 14.30 |
| 05190 - Motor Vehicle Mechanic                       | 15.54 |
| 05220 - Motor Vehicle Mechanic Helper                | 12.59 |
| 05250 - Motor Vehicle Upholstery Worker              | 13.83 |
| 05280 - Motor Vehicle Wrecker                        | 14.30 |
| 05310 - Painter, Automotve                           | 14.92 |
| 05340 - Radiator Repair Specialist                   | 14.30 |
| 05370 - Tire Repairer                                | 13.13 |
| 05400 - Transmission Repair Specialist               | 15.54 |
| 07000 - Food Preparation And Service Occupations     |       |
| 07010 - Baker  | 11.88 |
| 07041 - Cook I                                       | 10.44 |
| 07042 - Cook II                                      | 13.00 |
| 07070 - Dishwasher                                   | 8.79  |
| 07130 - Food Service Worker                          | 9.40  |
| 07210 - Meat Cutter                                  | 16.94 |
| 07260 - Waiter/Waitress                              | 9.83  |
| 09000 - Furniture Maintenance And Repair Occupations |       |
| 09010 - Electrostatic Spray Painter                  | 14.40 |
| 09040 - Furniture Handler                            | 11.52 |
| 09080 - Furniture Refinisher                         | 14.66 |
| 09090 - Furniture Refinisher Helper                  | 12.37 |
| 09110 - Furniture Repairer, Minor                    | 13.59 |
| 09130 - Upholsterer                                  | 14.91 |
| 11000 - General Services And Support Occupations     |       |
| 11030 - Cleaner, Vehicles                            | 11.36 |
| 11060 - Elevator Operator                            | 10.76 |
| 11090 - Gardener                                     | 13.33 |
| 11122 - Housekeeping Aide                            | 11.00 |
| 11150 - Janitor                                      | 10.76 |
| 11210 - Laborer, Grounds Maintenance                 | 11.91 |
| 11240 - Maid or Houseman                             | 10.14 |
| 11260 - Pruner                                       | 11.45 |
| 11270 - Tractor Operator                             | 13.32 |
| 11330 - Trail Maintenance Worker                     | 11.91 |
| 11360 - Window Cleaner                               | 11.46 |
| 12000 - Health Occupations                           |       |
| 12010 - Ambulance Driver                             | 13.72 |
| 12011 - Breath Alcohol Technician                    | 15.58 |
| 12012 - Certified Occupational Therapist Assistant   | 16.99 |
| 12015 - Certified Physical Therapist Assistant       | 18.40 |
| 12020 - Dental Assistant                             | 16.00 |
| 12025 - Dental Hygienist                             | 27.14 |
| 12030 - EKG Technician                               | 23.62 |
| 12035 - Electroneurodiagnostic Technologist          | 23.62 |
| 12040 - Emergency Medical Technician                 | 13.28 |
| 12071 - Licensed Practical Nurse I                   | 13.38 |

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| 12072 - Licensed Practical Nurse II                          | 15.02 |
| 12073 - Licensed Practical Nurse III                         | 17.39 |
| 12100 - Medical Assistant                                    | 13.54 |
| 12130 - Medical Laboratory Technician                        | 14.75 |
| 12160 - Medical Record Clerk                                 | 13.93 |
| 12190 - Medical Record Technician                            | 15.34 |
| 12195 - Medical Transcriptionist                             | 13.80 |
| 12210 - Nuclear Medicine Technologist                        | 34.28 |
| 12221 - Nursing Assistant I                                  | 10.97 |
| 12222 - Nursing Assistant II                                 | 11.48 |
| 12223 - Nursing Assistant III                                | 12.58 |
| 12224 - Nursing Assistant IV                                 | 14.15 |
| 12235 - Optical Dispenser                                    | 18.51 |
| 12236 - Optical Technician                                   | 13.74 |
| 12250 - Pharmacy Technician                                  | 12.32 |
| 12280 - Phlebotomist   | 14.22 |
| 12305 - Radiologic Technologist                              | 22.43 |
| 12311 - Registered Nurse I                                   | 20.83 |
| 12312 - Registered Nurse II                                  | 25.47 |
| 12313 - Registered Nurse II, Specialist                      | 25.47 |
| 12314 - Registered Nurse III                                 | 30.81 |
| 12315 - Registered Nurse III, Anesthetist                    | 30.81 |
| 12316 - Registered Nurse IV                                  | 36.37 |
| 12317 - Scheduler (Drug and Alcohol Testing)                 | 19.30 |
| 13000 - Information And Arts Occupations                     |       |
| 13011 - Exhibits Specialist I                                | 17.25 |
| 13012 - Exhibits Specialist II                               | 18.65 |
| 13013 - Exhibits Specialist III                              | 22.83 |
| 13041 - Illustrator I  | 18.35 |
| 13042 - Illustrator II                                       | 21.46 |
| 13043 - Illustrator III                                      | 26.20 |
| 13047 - Librarian  | 20.66 |
| 13050 - Library Aide/Clerk                                   | 11.56 |
| 13054 - Library Information Technology Systems Administrator | 18.26 |
| 13058 - Library Technician                                   | 12.20 |
| 13061 - Media Specialist I                                   | 13.29 |
| 13062 - Media Specialist II                                  | 14.78 |
| 13063 - Media Specialist III                                 | 16.58 |
| 13071 - Photographer I                                       | 16.08 |
| 13072 - Photographer II                                      | 18.80 |
| 13073 - Photographer III                                     | 24.76 |
| 13074 - Photographer IV                                      | 29.04 |
| 13075 - Photographer V                                       | 40.58 |
| 13110 - Video Teleconference Technician                      | 14.34 |
| 14000 - Information Technology Occupations                   |       |
| 14041 - Computer Operator I                                  | 15.53 |
| 14042 - Computer Operator II                                 | 17.36 |
| 14043 - Computer Operator III                                | 19.37 |
| 14044 - Computer Operator IV                                 | 22.75 |
| 14045 - Computer Operator V                                  | 26.06 |
| 14071 - Computer Programmer I (1,2)                          | 18.91 |
| 14072 - Computer Programmer II (1,2)                         | 23.47 |
| 14073 - Computer Programmer III (1)                          |       |
| 14074 - Computer Programmer IV (1)                           |       |
| 14101 - Computer Systems Analyst I (1)                       |       |
| 14102 - Computer Systems Analyst II (1)                      |       |



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|---|-------|
| 14103 - Computer Systems Analyst III (1)                        |       |
| 14150 - Peripheral Equipment Operator                           | 15.53 |
| 14160 - Personal Computer Support Technician                    | 26.06 |
| 15000 - Instructional Occupations                               |       |
| 15010 - Aircrew Training Devices Instructor (Non-Rated)         | 26.47 |
| 15020 - Aircrew Training Devices Instructor (Rated)             | 32.05 |
| 15030 - Air Crew Training Devices Instructor (Pilot)            | 36.76 |
| 15050 - Computer Based Training Specialist / Instructor         | 27.62 |
| 15060 - Educational Technologist                                | 24.11 |
| 15070 - Flight Instructor (Pilot)                               | 36.76 |
| 15080 - Graphic Artist  | 18.92 |
| 15090 - Technical Instructor                                    | 18.97 |
| 15095 - Technical Instructor/Course Developer                   | 24.27 |
| 15110 - Test Proctor  | 15.31 |
| 15120 - Tutor   | 15.31 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations |       |
| 16010 - Assembler   | 9.09  |
| 16030 - Counter Attendant                                       | 9.09  |
| 16040 - Dry Cleaner   | 12.71 |
| 16070 - Finisher, Flatwork, Machine                             | 9.09  |
| 16090 - Presser, Hand   | 9.09  |
| 16110 - Presser, Machine, Drycleaning                           | 9.09  |
| 16130 - Presser, Machine, Shirts                                | 9.09  |
| 16160 - Presser, Machine, Wearing Apparel, Laundry              | 9.09  |
| 16190 - Sewing Machine Operator                                 | 11.27 |
| 16220 - Tailor  | 11.87 |
| 16250 - Washer, Machine   | 9.60  |
| 19000 - Machine Tool Operation And Repair Occupations           |       |
| 19010 - Machine-Tool Operator (Tool Room)                       | 15.29 |
| 19040 - Tool And Die Maker                                      | 21.24 |
| 21000 - Materials Handling And Packing Occupations              |       |
| 21020 - Forklift Operator                                       | 14.05 |
| 21030 - Material Coordinator                                    | 17.62 |
| 21040 - Material Expediter                                      | 17.62 |
| 21050 - Material Handling Laborer                               | 11.28 |
| 21071 - Order Filler  | 11.38 |
| 21080 - Production Line Worker (Food Processing)                | 14.05 |
| 21110 - Shipping Packer   | 13.33 |
| 21130 - Shipping/Receiving Clerk                                | 13.33 |
| 21140 - Store Worker I  | 11.98 |
| 21150 - Stock Clerk   | 14.92 |
| 21210 - Tools And Parts Attendant                               | 14.05 |
| 21410 - Warehouse Specialist                                    | 14.05 |
| 23000 - Mechanics And Maintenance And Repair Occupations        |       |
| 23010 - Aerospace Structural Welder                             | 21.76 |
| 23021 - Aircraft Mechanic I                                     | 20.94 |
| 23022 - Aircraft Mechanic II                                    | 21.97 |
| 23023 - Aircraft Mechanic III                                   | 22.79 |
| 23040 - Aircraft Mechanic Helper                                | 16.97 |
| 23050 - Aircraft, Painter                                       | 20.09 |
| 23060 - Aircraft Servicer                                       | 18.66 |
| 23080 - Aircraft Worker   | 19.28 |
| 23110 - Appliance Mechanic                                      | 15.84 |
| 23120 - Bicycle Repairer  | 12.32 |
| 23125 - Cable Splicer   | 24.36 |
| 23130 - Carpenter, Maintenance                                  | 17.11 |

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| 23140 - Carpet Layer   | 15.88  |
| 23160 - Electrician, Maintenance   | 18.63  |
| 23181 - Electronics Technician Maintenance I                                   | 19.63  |
| 23182 - Electronics Technician Maintenance II                                  | 23.39  |
| 23183 - Electronics Technician Maintenance III                                 | 25.41  |
| 23260 - Fabric Worker  | 18.59  |
| 23290 - Fire Alarm System Mechanic   | 17.52  |
| 23310 - Fire Extinguisher Repairer   | 15.50  |
| 23311 - Fuel Distribution System Mechanic                                      | 18.75  |
| 23312 - Fuel Distribution System Operator                                      | 16.76  |
| 23370 - General Maintenance Worker   | 15.58  |
| 23380 - Ground Support Equipment Mechanic                                      | 20.94  |
| 23381 - Ground Support Equipment Servicer                                      | 18.66  |
| 23382 - Ground Support Equipment Worker  | 19.28  |
| 23391 - Gunsmith I   | 15.50  |
| 23392 - Gunsmith II  | 17.08  |
| 23393 - Gunsmith III   | 18.59  |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic                     | 18.81  |
| 23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility) | 19.54  |
| 23430 - Heavy Equipment Mechanic   | 18.09  |
| 23440 - Heavy Equipment Operator   | 16.54  |
| 23460 - Instrument Mechanic  | 18.59  |
| 23465 - Laboratory/Shelter Mechanic  | 17.83  |
| 23470 - Laborer  | 11.55  |
| 23510 - Locksmith  | 17.57  |
| 23530 - Machinery Maintenance Mechanic   | 18.59  |
| 23550 - Machinist, Maintenance   | 17.53  |
| 23580 - Maintenance Trades Helper  | 12.15  |
| 23591 - Metrology Technician I   | 18.59  |
| 23592 - Metrology Technician II  | 19.23  |
| 23593 - Metrology Technician III   | 20.06  |
| 23640 - Millwright   | 20.48  |
| 23710 - Office Appliance Repairer  | 18.87  |
| 23760 - Painter, Maintenance   | 14.92  |
| 23790 - Pipefitter, Maintenance  | 19.742 |
| 23810 - Plumber, Maintenance   | 18.60  |
| 23820 - Pneudraulic Systems Mechanic   | 18.59  |
| 23850 - Rigger   | 18.59  |
| 23870 - Scale Mechanic   | 17.08  |
| 23890 - Sheet-Metal Worker, Maintenance  | 15.00  |
| 23910 - Small Engine Mechanic  | 13.80  |
| 23931 - Telecommunications Mechanic I  | 19.45  |
| 23932 - Telecommunications Mechanic II   | 22.46  |
| 23950 - Telephone Lineman  | 22.76  |
| 23960 - Welder, Combination, Maintenance                                       | 15.00  |
| 23965 - Well Driller   | 16.95  |
| 23970 - Woodcraft Worker   | 18.59  |
| 23980 - Woodworker   | 12.75  |
| 24000 - Personal Needs Occupations   |        |
| 24570 - Child Care Attendant   | 10.46  |
| 24580 - Child Care Center Clerk  | 13.30  |
| 24610 - Chore Aide   | 10.46  |
| 24620 - Family Readiness And Support Services Coordinator                      | 13.74  |
| 24630 - Homemaker  | 14.78  |
| 25000 - Plant And System Operations Occupations                                |        |

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| 25010 - Boiler Tender                                      | 16.70 |
| 25040 - Sewage Plant Operator                              | 17.73 |
| 25070 - Stationary Engineer                                | 16.70 |
| 25190 - Ventilation Equipment Tender                       | 14.61 |
| 25210 - Water Treatment Plant Operator                     | 17.73 |
| 27000 - Protective Service Occupations                     |       |
| 27004 - Alarm Monitor                                      | 16.16 |
| 27007 - Baggage Inspector                                  | 12.68 |
| 27008 - Corrections Officer                                | 18.44 |
| 27010 - Court Security Officer                             | 18.44 |
| 27030 - Detection Dog Handler                              | 15.48 |
| 27040 - Detention Officer                                  | 18.44 |
| 27070 - Firefighter  | 16.38 |
| 27101 - Guard I  | 12.54 |
| 27102 - Guard II   | 16.46 |
| 27131 - Police Officer I                                   | 20.49 |
| 27132 - Police Officer II                                  | 22.78 |
| 28000 - Recreation Occupations                             |       |
| 28041 - Carnival Equipment Operator                        | 12.50 |
| 28042 - Carnival Equipment Repairer                        | 13.14 |
| 28043 - Carnival Equipment Worker                          | 9.48  |
| 28210 - Gate Attendant/Gate Tender                         | 12.14 |
| 28310 - Lifeguard  | 12.90 |
| 28350 - Park Attendant (Aide)                              | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant          | 9.91  |
| 28515 - Recreation Specialist                              | 14.44 |
| 28630 - Sports Official                                    | 11.34 |
| 28690 - Swimming Pool Operator                             | 18.65 |
| 29000 - Stevedoring/Longshoremen Occupational Services     |       |
| 29010 - Blocker And Bracer                                 | 17.08 |
| 29020 - Hatch Tender                                       | 17.08 |
| 29030 - Line Handler                                       | 17.08 |
| 29041 - Stevedore I  | 16.29 |
| 29042 - Stevedore II                                       | 17.83 |
| 30000 - Technical Occupations                              |       |
| 30010 - Air Traffic Control Specialist, Center (HFO) (3)   | 33.96 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (3)  | 23.37 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (3) | 25.79 |
| 30021 - Archeological Technician I                         | 14.87 |
| 30022 - Archeological Technician II                        | 16.72 |
| 30023 - Archeological Technician III                       | 20.66 |
| 30030 - Cartographic Technician                            | 22.94 |
| 30040 - Civil Engineering Technician                       | 21.54 |
| 30061 - Drafter/CAD Operator I                             | 15.48 |
| 30062 - Drafter/CAD Operator II                            | 20.18 |
| 30063 - Drafter/CAD Operator III                           | 20.62 |
| 30064 - Drafter/CAD Operator IV                            | 22.94 |
| 30081 - Engineering Technician I                           | 13.22 |
| 30082 - Engineering Technician II                          | 16.58 |
| 30083 - Engineering Technician III                         | 18.63 |
| 30084 - Engineering Technician IV                          | 23.01 |
| 30085 - Engineering Technician V                           | 28.14 |
| 30086 - Engineering Technician VI                          | 34.10 |
| 30090 - Environmental Technician                           | 17.06 |
| 30210 - Laboratory Technician                              | 17.10 |
| 30240 - Mathematical Technician                            | 22.94 |



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| 30361 - Paralegal/Legal Assistant I                                  | 15.71 |
| 30362 - Paralegal/Legal Assistant II                                 | 21.50 |
| 30363 - Paralegal/Legal Assistant III                                | 26.31 |
| 30364 - Paralegal/Legal Assistant IV                                 | 31.84 |
| 30390 - Photo-Optics Technician                                      | 24.93 |
| 30461 - Technical Writer I   | 20.02 |
| 30462 - Technical Writer II  | 24.50 |
| 30463 - Technical Writer III   | 29.62 |
| 30491 - Unexploded Ordnance (UXO) Technician I                       | 21.58 |
| 30492 - Unexploded Ordnance (UXO) Technician II                      | 26.11 |
| 30493 - Unexploded Ordnance (UXO) Technician III                     | 31.30 |
| 30494 - Unexploded (UXO) Safety Escort                               | 21.58 |
| 30495 - Unexploded (UXO) Sweep Personnel                             | 21.58 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (3) | 17.81 |
| 30621 - Weather Observer, Senior (3)                                 | 21.93 |
| 31000 - Transportation/Mobile Equipment Operation Occupations        |       |
| 31020 - Bus Aide   | 10.52 |
| 31030 - Bus Driver   | 13.42 |
| 31043 - Driver Courier   | 12.62 |
| 31260 - Parking and Lot Attendant                                    | 10.17 |
| 31290 - Shuttle Bus Driver   | 13.40 |
| 31310 - Taxi Driver  | 10.50 |
| 31361 - Truckdriver, Light   | 13.40 |
| 31362 - Truckdriver, Medium  | 13.98 |
| 31363 - Truckdriver, Heavy   | 15.89 |
| 31364 - Truckdriver, Tractor-Trailer                                 | 15.89 |
| 99000 - Miscellaneous Occupations                                    |       |
| 99030 - Cashier  | 9.13  |
| 99050 - Desk Clerk   | 10.88 |
| 99095 - Embalmer   | 21.58 |
| 99251 - Laboratory Animal Caretaker I                                | 9.39  |
| 99252 - Laboratory Animal Caretaker II                               | 9.96  |
| 99310 - Mortician  | 24.93 |
| 99410 - Pest Controller  | 16.14 |
| 99510 - Photofinishing Worker  | 13.13 |
| 99710 - Recycling Laborer  | 13.08 |
| 99711 - Recycling Specialist   | 14.92 |
| 99730 - Refuse Collector   | 12.17 |
| 99810 - Sales Clerk  | 11.95 |
| 99820 - School Crossing Guard  | 10.92 |
| 99830 - Survey Party Chief   | 18.11 |
| 99831 - Surveying Aide   | 12.00 |
| 99832 - Surveying Technician   | 16.46 |
| 99840 - Vending Machine Attendant                                    | 13.54 |
| 99841 - Vending Machine Repairer                                     | 15.41 |
| 99842 - Vending Machine Repairer Helper                              | 13.54 |

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$3.24 per hour or \$129.60 per week or \$561.60 per month

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or

successor; 3 weeks after 10 years, 4 after 15 years, and 5 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 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) Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

3) 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, drying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

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

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

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or 5.67 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.

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.

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 link 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/>.

**DEPARTMENT OF DEFENSE  
CONTRACT SECURITY CLASSIFICATION  
SPECIFICATION**

*(The requirements of the DoD Industrial Security Manual apply to all security aspects of this effort.)*

**1. CLEARANCE AND SAFEGUARDING**

a. FACILITY CLEARANCE REQUIRED

**TOP SECRET**

b. LEVEL OF SAFEGUARDING REQUIRED

**NONE**

**2. THIS SPECIFICATION IS FOR: (X and complete as applicable)**

a. PRIME CONTRACT NUMBER  
**X HSSCCG-08-D-00009**

b. SUBCONTRACT NUMBER

c. SOLICITATION OR OTHER NUMBER-  
**HSSCCG-08-R-00003** Due Date (YYYYMMDD)

**3. THIS SPECIFICATION IS: (X and complete as applicable)**

a. ORIGINAL (Complete date in all cases) Date (YYYYMMDD)  
**X** **2008/08/20**

b. REVISED (Supersedes all previous specs) Revision No. Date (YYYYMMDD)

c. FINAL (Complete items 5 in all cases) Date (YYYYMMDD)

**4. IS THIS A FOLLOW-ON CONTRACT?** YES  NO  If Yes, complete the following:

Classified material received or generated under **HSSCCG-05-D-0022** (Preceding Contract Number) is transferred to this follow-on contract.

**5. IS THIS A FINAL DD FORM 2547** YES  NO  If Yes, complete the following:

In Response to the contractor's request dated \_\_\_\_\_ retention of the identified classified material is authorized for the period of \_\_\_\_\_

**6. CONTRACTOR (Include Commercial and Government Entity (CAGE) Code)**

a. NAME, ADDRESS, AND ZIP CODE  
**ALUTIQ BUSINESS SERVICES LLC  
3909 ARCTIC BLVD SUITE 400  
ANCHORAGE, AK 995035710**

b. CAGE CODE  
**4TEK8**

c. COORDINANT SECURITY OFFICE (Name, Address, and Zip Code)  
**DEFENSE SECURITY SERVICE  
4735 E. MARGINAL WAY S. SUITE 1112  
SEATTLE, WA 98134**

**7. SUBCONTRACTOR**

a. NAME, ADDRESS, AND ZIP CODE

b. CAGE CODE

c. COORDINANT SECURITY OFFICE (Name, Address, and Zip Code)

**8. ACTUAL PERFORMANCE**

Department of Homeland Security (DHS) various location within the Washington, DC metropolitan area and other Government facilities.

b. CAGE CODE

c. COORDINANT SECURITY OFFICE (Name, Address, and Zip Code)

**9. GENERAL IDENTIFICATION OF THE PROCUREMENT**

**(U) Provide administrative support for the Office of Security and Investigations USCIS.**

**10. THIS CONTRACT WILL REQUIRE ACCESS TO:**

|   | YES                                 | NO                                  |
|---|-------------------------------------|-------------------------------------|
| a. COMMUNICATIONS SECURITY (COMSEC) INFORMATION | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| b. RESTRICTED DATA                              | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| c. CRITICAL NUCLEAR WEAPON DESIGN INFORMATION   | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| d. FORMERLY RESTRICTED DATA                     | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| e. INTELLIGENCE INFORMATION:                    |                                     |                                     |
| (1) Sensitive Compartmented Information (SCI)   | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| (2) Non-SCI                                     | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| f. SPECIAL ACCESS INFORMATION                   | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| g. NATO INFORMATION                             | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| h. FOREIGN GOVERNMENT INFORMATION               | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| i. LIMITED DISSEMINATION INFORMATION            | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| j. FOR OFFICIAL USE ONLY INFORMATION            | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| k. OTHER (Specify)                              | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |

| 11. IN PERFORMING THIS CONTRACT, THE CONTRACTOR WILL:  | YES                                 | NO                                  |
|--|-------------------------------------|-------------------------------------|
| a. HAVE ACCESS TO CLASSIFIED INFORMATION ONLY AT ANOTHER CONTRACTOR'S FACILITY OR A GOVERNMENT ACTIVITY                    | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| b. RECEIVE CLASSIFIED DOCUMENTS ONLY   | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| c. RECEIVE AND GENERATE CLASSIFIED MATERIAL  | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| d. FABRICATE, MODIFY, OR STORE CLASSIFIED HARDWARE   | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| e. PERFORM SERVICES ONLY   | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| f. HAVE ACCESS TO U.S. CLASSIFIED INFORMATION OUTSIDE THE U.S., PUERTO RICO, U.S. POSSESSIONS AND TRUST TERRITORIES        | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| g. BE AUTHORIZED TO USE THE SERVICES OF DEFENSE TECHNICAL INFORMATION CENTER (DTIC) OR OTHER SECONDARY DISTRIBUTION CENTER | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| h. REQUIRE A CORPUS ACCOUNT  | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| i. HAVE TEMPEST REQUIREMENTS   | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| j. HAVE OPERATIONS SECURITY (OPSEC) REQUIREMENTS   | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| k. BE AUTHORIZED TO USE THE DEFENSE COURSER SERVICE  | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| l. OTHER (Specify) See Block #13.  | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |



**12. PUBLIC RELEASE.** Any information (classified or unclassified) pertaining to this contract shall not be released for public dissemination except as provided by the Industrial Security Manual or unless it has been approved for public release by appropriate U.S. Government authority. Proposed public releases shall be submitted for approval prior to release

Direct  
 Through (Specify): **NONE AUTHORIZED**

to the Directorate for Freedom of Information and Security Review, Office of the Assistant Secretary of Defense (Public Affairs)\* for review. In the case of non-DoD User Agencies, requests for disclosure shall be submitted to that agency.

**13. Security Guidance.** The security classification guidance needed for this classified effort is identified below. If any difficulty is encountered in applying this guidance or if any other contributing factor indicates a need for changes in this guidance, the contractor is authorized and encouraged to provide recommended changes: to challenge the guidance or the classification assigned to any information or material furnished or generated under this contract; and to submit any questions for interpretation of this guidance to the official identified below. Pending final decision, the information involved shall be handled and protected at the highest level of classification assigned or recommended. (Fill in as appropriate for the classified effort. Attach, or forward under separate correspondence, any documents/guides/extracts referenced herein. Add additional pages as needed to provide complete guidance.)

**Reference 10a.** Contractor is authorized to use U.S. Government cryptographic equipment. Access to classified COMSEC information requires a final U.S. Government clearance at the appropriate level. Further disclosure of COMSEC information by a contractor, to include subcontracting, requires prior approval of the contracting activity." Contractor shall contact the DHS COMSEC Control Office of Record (COR), at Commercial (540) 542-3848, to receive current COMSEC guidance.

**Reference 10e(1). Personnel:** All contractor personnel assigned to this contract shall possess security clearances issued by the Defense Security Service (DSS) commensurate with the level of required access to classified information that is directly in support of this contract. Immigrant aliens, personnel cleared on an interim basis, or personnel holding contractor-generated Confidential clearances are not eligible for access to classified information released or generated under this contract. Contractor personnel who are specifically designated as requiring access to Sensitive Compartmented Information (SCI) must be eligible under the provisions of DCID 6/4 without exception. Personnel will be submitted for access by their DHS manager and verified by their Contract Technical Representative. If approved for access, they will receive an indoctrination briefing by DHS security staff prior to being granted access to SCI. All personnel security reporting requirements of DCID 6/4 will be made directly to the DHS SSO. Prior to leaving this contract, personnel will be scheduled for debriefing with the DHS SSO or by calling (202) 282-8643.

**14. ADDITIONAL SECURITY REQUIREMENTS.** Requirements identify the pertinent contract clauses in the contract document itself, or provide an appropriate statement which identifies the additional requirements. Provide a copy of the requirements to the cognizant security office. Use item 13 if additional space is needed )

Yes  No

**15. INSPECTIONS.** Elements of this contract are outside the inspection responsibility of the cognizant security office. (If Yes, explain and identify specific areas or elements carved out and the activity responsible for inspections. Use item 13 if additional space is needed.)

Yes  No

*"DHS/OS/SSPD CONCURS AND APPROVES THE "NEED-TO-KNOW" AT THE SCI LEVEL"*

*Jose Salazar 4/23/08*

**Personnel:** All personnel assigned by the contractor for SCI access must meet DCID 6/4 eligibility requirements. **Subcontracting:** Subcontracting requires prior approval of the GCA. **Facilities:** No storage or processing of SCI is authorized at contractor location.

**16. CERTIFICATION AND SIGNATURE.** Security requirements stated herein are complete and adequate for safeguarding the classified information to be released or generated under this classified effort. All questions shall be referred to the official named below.

|                                       |   |                                  |
|---------------------------------------|---|----------------------------------|
| a. TYPE/NAME OF CERTIFYING OFFICIAL   | b. TITLE                                      | c. TELEPHONE (Include Area Code) |
| JOSE J. SALAZAR Jose.Salazar1@dhs.gov | Program Manager<br>Industrial Security Branch | (202) 447-5046                   |

d. ADDRESS (Include Zip Code)

Department of Homeland Security  
301, 7<sup>th</sup> & D Street S.W.  
Washington D.C. 20528

e. SIGNATURE

*Jose Salazar*

**17. REQUIRED DISTRIBUTION**

|                                     |   |
|-------------------------------------|---|
| <input checked="" type="checkbox"/> | a. CONTRACTOR   |
| <input type="checkbox"/>            | b. SUBCONTRACTOR  |
| <input checked="" type="checkbox"/> | c. COGNIZANT SECURITY OFFICE FOR PRIME AND SUBCONTRACTOR          |
| <input type="checkbox"/>            | d. U.S. ACTIVITY RESPONSIBLE FOR OVERSEAS SECURITY ADMINISTRATION |
| <input checked="" type="checkbox"/> | e. ADMINISTRATIVE CONTRACTING OFFICER                             |
| <input checked="" type="checkbox"/> | f. OTHERS AS NECESSARY  |



AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT 1. CONTRACT ID CODE PAGE OF PAGES  
 1 2

2. AMENDMENT/MODIFICATION NO. 3. EFFECTIVE DATE 4. REQUISITION/PURCHASE REQ. NO. 5. PROJECT NO. (If applicable)  
 P00001 08/19/2008

6. ISSUED BY CODE CIS 7. ADMINISTERED BY (If other than Item 6) CODE CIS  
 USCIS Contracting Office Department of Homeland Security 70 Kimball Avenue South Burlington VT 05403

8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) 9A. AMENDMENT OF SOLICITATION NO. (x)  
 ALDTIQ BUSINESS SERVICES LLC 3909 ARCTIC BLVD SUITE 400 ANCHORAGE AK 995035710  
 9B. DATED (SEE ITEM 11)  
 9C. MODIFICATION OF CONTRACT/ORDER NO. (x) HSSCCG-08-D-00009  
 9D. DATED (SEE ITEM 11) 08/13/2008  
 CODE 7950219680000 FACILITY CODE

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS  
 The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers  is extended,  is not extended.  
 Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 8 and 15, and returning \_\_\_\_\_ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT 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)  
 See Schedule

13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

|           |   |
|-----------|---|
| CHECK ONE | 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.  |
| X         | 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  is not,  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.)  
 DUNS Number: 795021968+0000  
 The purpose of this modification is to revise the period of performance based on the Contracting Officer's Notice to Proceed.  
 Base: 8/14/08 - 8/13/09  
 Option 1: 8/14/09 - 8/13/10  
 Option 2: 8/14/10 - 8/13/11  
 Option 3: 8/14/11 - 8/14/12  
 Option 4: 8/14/12 - 8/13/13

All other terms and conditions remain unchanged.  
 Discount Terms:  
 Continued ...

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)  
 Laura B. Zuchowski

15B. CONTRACTOR/OFFEROR 15C. DATE SIGNED 16B. UNITED STATES OF AMERICA 16C. DATE SIGNED  
 Signature of person authorized to sign: Laura B. Zuchowski 8/19/2008

NSN 7540-01-120-8000 Prescribed by GSA FAR (48 CFR) 53.243

**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
 HSSCCG-08-D-00009/P00001

PAGE OF  
 2 2

NAME OF OFFEROR OR CONTRACTOR  
 ALUTIIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)   | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|--|-----------------|-------------|-------------------|---------------|
|                 | Net 30<br>Delivery Location Code: HQOSI<br>Department of Homeland Security<br>US Citizenship & Immigration Svcs<br>Office of Security & Investigations<br>111 MASS AVE, NW<br>Washington DC 20529<br><br>FOB: Destination<br>Period of Performance: 08/14/2008 to 08/13/2013 |                 |             |                   |               |



|   |                                 |  |                                |
|---|---------------------------------|--|--------------------------------|
| AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT  |                                 | 1. CONTRACT ID CODE  | PAGE OF PAGES<br>1   32        |
| 2. AMENDMENT/MODIFICATION NO.<br>P00002   | 3. EFFECTIVE DATE<br>01/11/2009 | 4. REQUISITION/PURCHASE REQ. NO.   | 5. PROJECT NO. (if applicable) |
| 6. ISSUED BY<br>USCIS Contracting Office<br>Department of Homeland Security<br>70 Kimball Avenue<br>South Burlington VT 05403 | CODE<br>CIS                     | 7. ADMINISTERED BY (if other than item 6)<br>USCIS Contracting Office<br>Department of Homeland Security<br>70 Kimball Avenue<br>South Burlington VT 05403 | CODE<br>CIS                    |

|   |   |  |
|---|---|--|
| 8. NAME AND ADDRESS OF CONTRACTOR (fio., street, county, State and ZIP Code)<br>ALUTIIQ BUSINESS SERVICES LLC<br>3909 ARCTIC BLVD SUITE 400<br>ANCHORAGE AK 995035710 | 9A. AMENDMENT OF SOLICITATION NO.<br><input type="checkbox"/> | 9B. DATED (SEE ITEM 11)                |
| CODE 7950219680000  | 10A. MODIFICATION OF CONTRACT/ORDER NO.<br>HSSCCG-08-D-00009  | 10B. DATED (SEE ITEM 11)<br>08/13/2008 |

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in item 14. The hour and date specified for receipt of offers  is extended,  is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) by completing items 8 and 11, 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 ACKNOWLEDGEMENT 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 ONLY APPLIES TO MODIFICATION OF CONTRACT/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

|           |   |
|-----------|---|
| CHECK ONE | 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 data, 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)   |
| X         | By mutual agreement   |

13. IMPORTANT: Contractor  is not,  is required to sign this document and return \_\_\_\_\_ 1 \_\_\_\_\_ copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

DUNS Number: 795021968+0000

By this modification:

- the contract Statement of Work (SOW) is revised; the revised SOW is attached to this modification
- CLINs 0007Q (ABS Administrative Assistant I: Orlando, ST) and 0007R (ABS Administrative Assistant I: Orlando, OT) are added to the contract
- Wage Determination No. 2005-2123, Revision No. 6, dated 5/29/2008 and attached to this modification, is added to Section 6, Attachment 1 of the contract

Delivery: 08/13/2009

Discount Terms:  
Net 30

Continued ...

|  |                               |  |                               |
|--|-------------------------------|--|-------------------------------|
| 16A. NAME AND TITLE OF SIGNER (Type or print) <b>Owen C. Powell, Jr.</b><br><b>Program Manager</b> |                               | 16B. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)<br><b>Heidi M. Salter</b> |                               |
| 16B. CONTRACTOR/OFFEROR<br><i>Owen Powell Jr</i>   | 16C. DATE SIGNED<br>12 Jan 09 | 16D. UNITED STATES OF AMERICA<br><i>Heidi M. Salter</i>                              | 16E. DATE SIGNED<br>1/12/2009 |

NAME OF OFFEROR OR CONTRACTOR  
ALUTIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)   | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|--|-----------------|-------------|-------------------|---------------|
|                 | Delivery Location Code: HQOSI<br>Department of Homeland Security<br>US Citizenship & Immigration Svcs<br>Office of Security & Investigations<br>111 MASS AVE, NW, Suite 7000<br>Washington DC 20529<br><br>FOB: Destination<br>Period of Performance: 08/14/2008 to 08/13/2013 |                 |             |                   | (b)(4)        |
| 0007R           | Administrative Assistant I - Orlando (OT)<br>Obligated Amount: \$0.00  | (b)(4)          |             |                   |               |
| 0007Q           | Administrative Assistant I - Orlando (ST)<br>Obligated Amount: \$0.00  |                 |             |                   |               |

## SECTION C. DESCRIPTION/SPECS/WORK STATEMENT

**Statement of Work  
U.S. Citizenship and Immigration Services  
Office of Security and Integrity (OSI)  
Security Support Services**

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1. **Title of Project**

U.S. Citizenship and Immigration Services (USCIS), Office of Security and Integrity (OSI) Security Support Services.

2. **Period of Performance**

The contract will commence upon the date specified in the Contracting Officer's written Notice to Proceed and continue for a base period of 12 months with four option periods.

3. **Contracting Officer's Technical Representative (COTR)**

USCIS, OSI COTR  
111 Massachusetts Ave. 7<sup>th</sup> Floor  
Phone: 202 272-9141

4. **Program Manager**

USCIS Chief  
Office of Security and Integrity  
111 Massachusetts Ave. 7<sup>th</sup> Floor  
Phone: 202 272-1225

5. **Project Background**

The Office of Security and Investigations was created within USCIS in FY04. In March 2007, OSI was re-organized to form the Office of Security and Integrity (OSI) with the objective of enhancing existing functions that focus on management and individual integrity, and securing employees and facilities. The end goal of OSI programs is to provide enterprise security, delivering professional, proactive, modern, and cost effective security solutions to internal and external customers by identifying and responding to known and developing vulnerabilities with scalable and efficiently managed security programs.

OSI functional areas include Physical Security, Personnel and Industrial Security, Administrative Security, Investigations, Internal Review, Resource Management and Policy, Planning, and Human Resources and Command Center Operations. USCIS Headquarters is responsible for development, oversight and implementation of agency policy; threat monitoring, analysis and reporting; administration support and operational continuity.

OSI maintains a collaborative relationship with the DHS Office of Security, and with other federal, state and local security organizations. Given the critical nature of its mission, OSI is sensitive to the need to ensure that: (1) its activities are undertaken within and upon firm legal authority, (2) there is clear mutual understanding and acceptance of such authority, and (3) when necessary appropriate authority is obtained to support operations.

6. **Scope**

The purpose of this requirement is to acquire professional security support services in the following divisions within OSI: Physical Security, Personnel and Industrial Security, Administrative Security, Investigations, Internal Review, Resource Management, Policy, Planning, and Human Resources, Command Center Operations and Program Management. OSI has a requirement to conduct comprehensive security planning and program development. OSI is planning to expand its presence in all functional areas, including adding additional field locations to enhance office level support and agency-wide communication.

Successful execution of OSI's objectives requires the contractor to operate and maintain a full range of

professional security services and capabilities. A professional security program has many aspects. The contractor shall need to be alert to threats that include, but are not limited to, terrorist attacks, assassination attempts, theft of classified materials, unlawful destruction of public property, and violations of other federal, state, and local criminal statutes. In addition to more measured activity to build a strong security program, an inherent feature of security operations and support is the ability to both promptly and ably respond to immediate needs and situations. The contractor shall assist OSI with and contribute to support responses to emergent needs as identified by OSI.

## 7. Services Required

### A. Personnel and Industrial Security

A.1. The contractor shall provide the full range of professional and timely personnel and industrial security support services.

A.2. The contractor shall provide personnel security support services to assist the Government with administering pre-entry on duty (EOD) security screening procedures for USCIS employees and contractor personnel, and assist with making recommendations regarding suitability, security and access determinations based upon executive orders, codes of federal regulations, DHS Management Directives and USCIS guidelines.

A.3. The contractor shall assist with reviews of all USCIS classified and unclassified statements of work (SOW) and prepare appropriate security requirement language specific to each SOW. The contractor shall coordinate with DHS for approval of all classified SOW's.

A.4. The contractor shall assist USCIS in initiating, evaluating and verifying data, referring any questions back to investigations, and recommending suitability determinations on all background investigations for USCIS review, with the exception of the employees on the contractor's contract in accordance with standards and requirements from the Office of Personnel Management and Executive Orders 10450, 12958, and 12968. This includes drafting investigative summary reports to include positive, as well as derogatory information, incomplete applications, and recommendations for USCIS and contract employees.

A.5. The contractor shall review and evaluate reports of investigation and related documentation, verify questions back to investigations, and assist with making recommendations regarding the granting of security clearances for USCIS and contract employees.

A.6. The contractor shall provide customer service support, receive inquiries (verbal and written) and provide responses to USCIS and DHS policies.

A.7. The contractor shall assist in ~~preparing program~~ assessments as related to eQIP (Electronic Personnel Security Questionnaire), advanced Entrance on Duty (EOD) determinations, timely suitability and security adjudication, workload distribution, and automated reports that are produced during EOD and suitability determinations to ensure that industry best practices, headquarters policies, DHS directives and Office of Management and Budget (OMB) regulations are being met.

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A.8. Contractor personnel must possess up to a top secret clearance in order to review classified information contained within background investigations, to review classified statements of work and to attend classified briefings and training.

A.9. The contractor shall assist in the preparation of training materials, coordination of training sites, and training execution and knowledge assessment to ensure that all trainees meet the minimum qualifications as required by the individual task orders. Areas that require training include the advanced Security EOD process and the Adjudication process.

A.10. The contractor shall assist the Government in recommending policy, procedures, and outreach training in the area of Personnel and Industrial Security.

A.11. **Personnel Security Pre-Entry On Duty In-Take:** The contractor shall provide Personnel security support services to assist the Government with administering pre-entry on duty security screening procedures for USCIS employees and contractor personnel to include but not limited to eQIP security forms review, case set-up, fingerprint checks, credit checks, employment verification, citizenship verification, and issue resolution. Additionally the contractor is responsible for the upgrade investigation initiation related to internal selections, TECS, NSI as well as DHS required reinvestigations.

*FBI Fingerprints* – Fingerprint results from the Federal Bureau of Investigation (FBI). Fingerprint cards (Federal – SF87, Contractor – FD-258) are scanned and forwarded directly to the FBI in order to obtain any criminal record on file.

*Credit Report* – Complete an analysis of applicant credit reports to ensure DHS standards are met.

*Citizenship Verification* – Verification of U.S. citizenship and status of any immediate family members or adults living with applicant.

*Employment Check* – Conduct adequate and acceptable employment coverage for the past 5 years.

*Receipt and review of Security Forms (SF-86, SF-85P, etc.)* – Verify that security forms are complete, correct, and free of any issues. Minor issues must be resolved via telephone or written inquiries. Initiate the background investigation with OPM.

- A.12 Contractor personnel must be cleared at a level equal to the level of investigation to which they review. Personnel reviewing SSBI (Single Scope Background Investigation) information must be subject of a favorable adjudicated SSBI which is the level of investigation that supports a Top Secret clearance.

## B. Administrative Security

B.1. The contractor shall assist DHS/USCIS personnel when conducting National Security Information (NSI) safeguarding and management compliance reviews and recommend corrective action.

B.2. The contractor shall assist USCIS with support to international operations by training and, when appropriate, accompanying personnel assigned to overseas duty.

B.3. The contractor shall assist USCIS in the development and issuance of classification guides.

B.4. The contractor shall recommend and implement annual training for USCIS personnel related to safeguarding Sensitive But Unclassified (SBU) and Classified Information.

B.5. The contractor shall assist USCIS in providing situational awareness on counterintelligence issues affecting USCIS operations and support for the DHS Counterintelligence Program.

B.6. The contractor shall provide program management oversight assistance and administrative support for the USCIS Information Security, Communications Security, Special Security, and Special Access Programs.

B.7. The contractor shall establish a method for conducting security briefings for USCIS leadership.

B.8. The contractor shall assist USCIS in maintaining a current inventory of USCIS COMSEC equipment, and assist in the development of a COMSEC replacement strategy.

B.9. The contractor shall assist the Government in recommending policy, procedures, and outreach training in the area of Administrative Security.

B.10. Positions require security clearances at the Top Secret level and some positions will require SCI access.

B.11. The contractor shall conduct analyses and develop concepts in support of Administrative Security Program requirements, to include conducting studies, preparing statements, evaluating program development, collecting data/documentation and providing regulatory compliance support.

B.12. The contractor shall conduct analyses and translate mission and high-level organizational performance requirements into broad strategic/tactical goals, objectives, and approaches in support of the Administrative Security Program.

B.13. The contractor shall support time and attendance reporting, travel, budgetary, procurement related activities and other routine administrative duties in support of the Administrative Security Program staff.

B.14. The contractor shall develop, facilitate and/or edit executive level correspondence and other general office/program documents and materials for the Administrative Security Program.

B.15. The contractor shall manage various databases and physical/electronic filing systems in support of the Administrative Security Program.

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B.16. The contractor shall receive inquiries, verbal and written, and assist in providing responses in accordance with USCIS and DHS policy.

B.17. The contractor shall serve as a liaison with senior government management, attend meetings and capture and distribute notes and other related documents and materials as required in support of the Administrative Security Program.

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C. Investigations

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C.1. The contractor shall provide investigative, research and administrative support to the USCIS Internal Investigations Program.

C.2. The contractor shall assist with the recommendation of policy, procedures, outreach training and administrative support to the Internal Investigations and the Management Inquiry Program.

C.3. The contractor shall coordinate with DHS office of the Inspector General and other Federal and non-Federal investigative organizations as reciprocal resources for data and background information.

C.4. The contractor shall provide assistance in investigating allegations of employee misconduct related to fraud, waste and abuse.

C.5. The contractor shall assist in the investigation of internal USCIS security violations, prepare reports and conduct briefings of findings.

D. Internal Review

D.1. The contractor shall plan and conduct comprehensive management inspections of USCIS offices on a cyclical basis. The objective is to inspect 14 offices per year. The contractor shall also report findings from the inspections to include recommendations for corrective actions. Finally, the contractor shall validate self-inspection results on site.

D.2. The contractor shall conduct reviews of issues raised by USCIS management or identified through internal analysis. In addition, the contractor shall report on results of all reviews conducted to include recommendations for corrective actions, where necessary.

D.3. The contractor shall facilitate entrance, exit and other meetings, including field office visits, with the Government Accounting Office (GAO) and the DHS Office of Inspector General (OIG) with regard to program reviews, inspections and non financial audits. The contractor shall address GAO and OIG objectives, methodology and scope with review teams and USCIS management to ensure understanding. The contractor shall coordinate and review USCIS responses to OIG and GAO data requests, draft and final reports. Finally, the contractor shall serve as the repository of information provided to GAO and OIG teams to include all draft and final reports which will be kept on site.

D.4. The contractor shall follow-up on all recommendations made by GAO, OIG and internally to assess whether corrective actions taken address problems found and forward reports to USCIS management on the status of corrective actions related to all internal review recommendations. The contractor shall maintain files on all review recommendations, internal and external, to include status of corrective actions.

D.5. The contractor shall provide training for Headquarters and field staff participating in Internal Self-Inspection Tracking and Evaluation (INSITE) and field reviews. The contractor shall manage the annual self-inspection process to include preparing summary reports. The contractor shall develop and maintain, in partnership with management, guides used for INSITE and field reviews. Finally, the contractor shall obtain and analyze data and information for the purpose of identifying potential risk areas and issues with USCIS.

D.6. The contractor shall assist the Government in recommending policy, procedures, and outreach training in the area of Internal Review.

E. Resource Management

E.1 The contractor shall provide resource management support to OSI to include procurement research, recommendations, document preparation, and update inventory and maintenance

databases. The contractor shall assist in preparing service schedules for all inventory, and process and prepare reports for all recurring program assessments.

E.2. The contractor shall provide administrative support to OSI to include general clerical support, travel arrangements, data collection, data reporting, and document and case management processing and scanning.

E.3. The contractor shall assist with the development of acquisition documentation to include Performance Work Statements (PWS), Statements of Work (SOW), Statements of Objective (SOO), market research reports, or any other normally required contract documentation of this type not related to this contract.

E.4. The contractor shall assist in the management of program budgets, prepare reports and process funding documents for program management approval.

E.5. The contractor shall monitor compliance and obligation disbursements.

E.6. The contractor shall assist in processing in/out transactions, issuing referrals, setting control degrees, inquiries, status, local purchase, repairable item process, manager review action, stock level management, unserviceable assets management, backup recovery files, personal and sensitive property management, performance standard, overdue shipment process, cataloging process, user maintenance, update financial data, network router, and demand process.

E.7. The contractor shall assist the Government in recommending policy, procedures, and outreach training in the area of Resource Management.

E.8. The contractor shall conduct analyses and develop concepts in support of Resource Management Division requirements, to include conducting studies, preparing statements, and collecting data/documentation.

E.9. The contractor shall conduct analyses and translate mission and high-level organizational performance requirements into broad strategic/tactical goals, objectives, and approaches in support of the Resource Management Division.

E.10. The contractor shall develop, facilitate and/or edit executive level correspondence in support of the Resource Management Division.

E.11. The contractor shall manage various databases and physical/electronic filing systems in support of the Resource Management Division.

E.12. The contractor shall serve as a liaison with senior government management, attend meetings and capture and distribute notes and other related documents and materials as required in support of the Administrative Security Program.

E.13. The contractor shall manipulate project management databases to support OSI project management duties.

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F. Policy, Planning and Human Resources

F.1. The contractor shall identify training venues and opportunities for OSI employees to communicate OSI's mission and function to our USCIS customers. The contractor shall assist in preparing outreach guidance documents, publications, and support of the OSI intranet portal that outline and convey information on OSI mission and functions to USCIS customers.

F.2. The contractor shall assist in the development of OSI management reviews, internal standard operating procedures and policies on a variety of subjects related to security and integrity; and assist in the development and management of OSI's external coordination program.

F.3. The contractor shall provide assistance to the OSI human resource support function, including preparing personnel actions for OSI management approval.

F.4. The contractor shall assist OSI to promote and facilitate appropriate collaboration, partnerships and information sharing within OSI and other USCIS offices and directorates in support of the OSI security and integrity mission

F.5. The contractor shall assist the Government in recommending policy, procedures, and outreach training.

G. Physical Security

G.1. The contractor shall provide the full range of physical security support services for all task areas/divisions. This does not include protective or guard services of any facilities.

G.2. The contractor shall assist with the support of the development of physical and facility protective policies and procedures and assist in conducting security operations.

G.3. The contractor shall assist with conducting threat assessments for USCIS field offices on an eighteen month rotational basis for each field office; using DHS and other applicable standards, to support agency management by providing on-site guidance and formal reports with remedial recommendations and follow-on review.

G.4. The contractor shall assist the government with providing security assessments for an average of twenty four new and existing USCIS facilities per year as directed.

G.5. The contractor shall assist the government in implementing the process of Facility Access Requests, maintaining access control databases, and conduct file maintenance for OSI.

G.6. The contractor shall assist the Government in recommending policy procedures, and outreach training in the area of Physical Security.

G.7. The contractor shall assist in the implementation and monitoring of the agency's security standards programs; reviews security standards, surveys, inspections, memorandums, and other reports to collect, analyze and maintain information on threats, security countermeasures, exceptions to standards and cost; extracts data from surveys and reports for input into and maintenance of a standards compliance status database; operates, maintains and evaluates all functions for hardened electronic security countermeasures.

G.8. All positions shall possess clearances at the Secret level with the exception of administrative support positions.

G.9. The contractor shall provide support to the USCIS Continuity of Operations (COOP) program manager for the full range of USCIS COOP and Emergency Planning (EP) activity. The Contractor shall assist the USCIS COOP program manager with the planning and implementation of USCIS COOP/EP plans and operations as described below:

1) The contractor shall provide support to the Emergency Management Training programs to include course development and presentation to various audiences.

2) The contractor shall provide technical writing support in developing various emergency management policies and plans supporting COOP activities, Pandemic Influenza planning, emergency communications planning, test and exercise planning and business continuity planning.

3) The contractor shall provide direct support of monthly inter-departmental communications tests conducted from the HQ COOP site; serve as primary POC for Title Globe Inter-Agency Communications Test Exercise and managed associated emergency contact information for the COOP Communications Plan (CCP) (Classified Document) in support of Title Globe activities.

4) The contractor shall serve as the alternate agency POC for the Government Emergency Telecommunications System (GETS) and Wireless Priority Service (WPS) program charged with updating user information and working with USCIS OIT to verify the list of USCIS WPS users being funded coincides with the list of all current active USCIS WPS Users.

5) The contractor shall directly support all planning and operational efforts associated with required inter-departmental exercises (TOPOFF 4/Pinnacle 07/Eagle Horizon 08). Additional responsibilities will include the conduct of numerous tests of internal communication mediums between Site BRAVO, ALPHA, the Command Center and select field locations.

6) The contractor shall require TS level clearance to assist in the management of Site BRAVO crypto (KIV-7, STE, HSDN) to ensure the proper Keying Material needed for the COOP Site Bravo VTC equipment is operational.

7) The contractor shall assist the government in preparing and conducting COOP/EP training, education, exercises, and drills.

8) The contractor shall assist the government in developing and maintaining electronic records accurately reflecting all aspects of USCIS COOP/EP activity status.

This position will be relocate from the Harrisonburg, VA area to the Kansas City, MO area (most likely the National Records Center (NRC)) on or about June 1, 2008.

This position requires a Top Secret clearance.

G.10. The contractor shall provide mission support services to the OSI Field Security Program as

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described below:

- 1) The contractor shall conduct analyses and develop concepts in support of the security program requirements as directed by the Regional Security Manager. This may include conducting studies, preparing statements, evaluating program development, collecting data/documentation and providing regulatory compliance support.
- 2) The contractor shall conduct analyses and translate mission and high-level organizational performance requirements into broad strategic/tactical goals, objectives, and approaches in support of the Regional Security Manager.
- 3) The contractor shall support time and attendance reporting, travel, budgetary, procurement related activities and other routine administrative duties under the guidance and direction of the Regional Security Manager in support of the OSI Field Security Program staff within their assigned area of responsibility.
- 4) The contractor shall develop, facilitate and/or edit executive level correspondence and other general office/program documents and materials for the designated Regional Security Manager.
- 5) The contractor shall manage various databases and physical/electronic filing systems in support of the security program.
- 6) The contractor shall receive inquiries, verbal and written, and provide responses in accordance with USCIS and DHS policy.
- 7) The contractor shall coordinate and provide logistical support for the Regional Security Manager.
- 8) The contractor shall serve as a liaison with senior government management, attend meetings and capture and distribute notes and other related documents and materials as required in support of the Regional Security Manager.

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#### H. Command Center Operations

- H.1. The contractor shall support a twenty-four hour/seven days a week operational capability to receive, analyze and appropriately respond to Significant Incident Reports (SIRS), and perform continuous crisis and threat monitoring to ensure USCIS executive leadership and DHS leadership and components have a continuous flow of current security and threat information and developments.
- H.2. The contractor shall assist OSI in ensuring that security and threat information is collected and disseminated to appropriate USCIS Senior Leaders, and assist in providing analytical support to other USCIS operations including: DHS Director's Office, Domestic Operations, Refugee Affairs and International Operations, National Security/Records Verification, Office of Emergency Management and Safety, and Fraud Detection National Security.
- H.3. The contractor shall assist in providing continuous analysis and reporting regarding national security and fraud detection, as well as deterrence activities and technical support.
- H.4. The contractor shall assist in the implementation and monitoring of the agency's security standards programs. Personnel responsibilities include reviewing security standards, cables, surveys, inspections, memorandums, and other reports to collect, analyze and maintain information on threats, security countermeasures, exceptions to standards and cost. The contractor shall extract data from surveys and reports for input into and maintenance of a standards compliance status database.
- H.5. Contractor personnel must possess a Top Secret clearance with SCI access in order to work in the USCIS Command Center, and to have access to secure communications networks, and National Security Information up to the TS/SCI level.
- H.6. Positions are required at the Secret and Top Secret level.

#### I. Program Management

- I.1. All employees assigned to performance of tasks required under this contract shall be U.S. citizens. By signing this contract, the contractor agrees to this restriction.
- I.2. The contractor shall appoint a program manager who will be available to act for the Contractor under circumstances requiring immediate attention. As such, the program manager

shall be the single point of contact through which all Contractor/Government communications, work, and technical direction shall follow except in cases of an emergency.

I.3. The contractor shall provide a quarterly Interim Progress Review (IPR) as scheduled by the contracting officer to be held in Washington DC or Burlington VT offices.

I.4. The program manager position requires a Top Secret clearance.

## 8. Deliverables

The contractor shall submit one copy each of task specific status reports and all other deliverables to the COTR and the Contracting Officer by the 15<sup>th</sup> working day following the end of each month for review and acceptance. The monthly report shall contain, but is not limited to the following:

### A.1 General Status Report

A.1.1. **Management Summary:** This summary should document any major problems/issues, current expenditures by work hours, and any significant progress or events.

A.1.2. **Narrative:** The contractor shall provide a description of work performed on tasks during the reporting period, status of ongoing work, and work planned for the following month, including discussions of any problems/issues and recommendations for correction by the 15<sup>th</sup> working day following the end of each month.

A.1.3. **Report Headings:** The format on all management reports shall contain the following headings

- Contract Number
- Name of Contractor
- Phone Number of Contractor
- Period of Performance or Report Period
- Contract Program Manager
- Total Dollar Value with summaries of billed, paid, outstanding and remaining funds and forecasted expenditures
- Title of Project
- Contracting Officer's Technical Representative
- Management Summary
- Problems and Issues
- Employee Status – Information regarding staffing changes, for example, position changes of current staff, staff additions and terminated staff, clearance status, training status, license and permit status as applicable.

### A.2. Specific Reports

**Time and Attendance Logs** – The contractor shall assure that all assigned employees are present for work during assigned and approved overtime, and shall maintain documentation to support invoicing and to be made available to the Government upon demand.

### A.3. Deliverable Schedule

The contractor shall submit one copy of each deliverable to both the COTR and Contracting Officer as specified in each task order for review and acceptance. The contractor shall provide the deliverables (see Table below) in the electronic format predominately used by DHS. All documentation developed by the contractor shall become the property of the Government, shall not contain proprietary markings, shall be maintained in an appropriately secure fashion, and shall be surrendered to the Government upon demand. The Government will have 10 calendar days to review and provide comments to the Contractor prior to acceptance of all deliverables.

| Report                                   | Due Date                               | Requirement |
|--|--|-------------|
| Post Award Conference/Meeting            | As scheduled by Contracting Officer    | 12          |
| Project Management Plan                  | 30 calendar days after contract award  | 9.A.6       |
| General Status Report                    | 10 <sup>th</sup> Business Day, Monthly | 8A.1        |
| Threat Assessments                       | As Directed—USCIS Sites                | 7G.3        |
| Facility Access Requests                 | Weekly                                 | 7A.4        |
| Program Assessments                      | Monthly                                | 7A.7        |
| Training Materials                       | As Directed/Scheduled                  | 7A.9        |
| Security Briefings                       | As Directed/Scheduled                  | 7B.7        |
| Management Inspection Reports            | Cyclical                               | 7D.1        |
| INSITE Field Reviews                     | Cyclical                               | 7D.5        |
| Significant Incident Reports             | As Required                            | 7H.1        |
| National Security Analysis and Reporting | Continuous                             | 7H.3        |
| Interim Progress Review (IPR)            | Quarterly                              | 7.I.3       |

## 9. Administrative Requirements

### A. General Requirements

A.1. The contractor shall maintain administrative files, which shall at a minimum include personnel files on all employees furnished under the Contract. These files shall contain at a minimum the person's name, date of birth, social security number, home address, home telephone number, name of person to be notified in emergency, color photograph of the employee, records of all training, examinations, test scores, and copies of all complaints, investigations, and commendations.

A.2. The contractor shall establish a Quality Control Program that ensures that, by monitoring and continuing training and testing, all personnel assigned to this contract are proficient in their assigned task requirements.

A.3. The contractor shall notify the COTR verbally, within 24 hours, upon transfer or termination of any person assigned to work under this contract. This notification shall be followed up in writing within three (3) business days.

A.4. The contractor shall have the following minimum general education requirements: High school diploma or GED, possess the ability to speak, read, and write English sufficiently to effectively carry out all duties, including the understanding of printed rules, detailed orders, instructions, and training materials, communicate with coworkers and the public, as well as the ability to compose written reports/forms. Documented technical education or training and experience are required for hiring qualified personnel to successfully perform assigned tasks.



A.5. The contractor shall maintain an active personnel screening, recruitment, and selection program to provide a flow of incoming personnel sufficient to fill the requirements within this contract. This program shall be sufficient to keep abreast of attrition and shall be an adjunct to the Management program and Training program.

A.6. Within thirty (30) calendar days after contract award, the contractor shall provide the COTR with its Project Management Plan (PMP). The PMP shall include all tasks performed under this contract and shall be amended as required to remain current. The plan shall include:

- Corporate oversight activities
- Staffing Plan, to include a list of employees, work assignments, locations and recruiting plans
- Time and attendance procedures

A.7. Specific provisions for any given requirement will be detailed in each task order. The contractor must have appropriate clearance to access Sensitive But Unclassified (SBU) and classified documents as described within each task order.

#### 10. Travel

Travel is anticipated for this acquisition in support of OSI operations and training. Travel shall not be performed in connection with this contract without prior written approval of the COTR or Contracting Officer. The Contractor shall be reimbursed for travel in accordance with the Federal Travel Regulations.

#### 11. Place of Performance

The primary places of performance are 111 Massachusetts Ave., N.W., Washington, DC, 20 Massachusetts Ave., N.W., Washington, DC and USCIS Field locations in Burlington, Vermont, Dallas, Texas, Houston, TX, Laguna Niguel, California, and Orlando, Florida; however work may be performed at an alternate work site at the discretion of the Government.

#### 12. Post Award Conference/Meeting

The contractor shall meet with the Government Contracting Officer, Government COTR and Program Manager (PM) after award as established by the Contracting Officer. The purpose of the meeting is to identify primary points of contact and discuss scope and tasks, in order to achieve a clear and mutual understanding of all contract requirements and to identify and resolve potential problems.

Defaulted: The primary places of performance are 111 Massachusetts Ave., N.W., Washington, DC, 20 Massachusetts Ave., N.W., Washington, DC and Burlington, VT; however work may be performed at an alternate work site at the discretion of the Government.

#### 13. Government Furnished Information/Support

A. Government provided office space, will be equipped with a desk, computer and telephone and will have convenient access to a printer, fax machine and photocopier. The Government will provide standard office supplies such as paper, pens, notebooks, etc. that are required to operate efficiently.

B. The contractor shall account for any government furnished equipment that needs to be returned from terminated employees including building ID passes and office keys.

C. Radios and other select items of security equipment, standard office equipment may be furnished by the Government if necessary.

D. The contractor shall return identification cards and building passes for terminated employees and expired USCIS issued identification cards or building passes within 24 hours.

#### 14. Hours of Operation

Normal business hours are between the hours of 6 a.m. and 6 p.m. However, if performance outside these normal business hours is required, the individual order will specify the hours during which performance must be provided.

## 15. Security Requirements

### **General Requirements**

U.S. Citizenship & Immigration Services (USCIS) has determined that performance of this contract requires that the Contractor, subcontractor(s), vendor(s), etc. (herein known as Contractor), requires access to classified National Security Information (herein known as classified information). Classified information is Government information which requires protection in accordance with Executive Order 12958, Classified National Security Information, and supplementing directives.

The Contractor will abide by the requirements set forth in the DD Form 254, Contract Security Classification Specification, included in the contract, and the National Industrial Security Program Operating Manual (NISPO) for the protection of classified information at its cleared facility, if applicable, as directed by the Defense Security Service. If the Contractor has access to classified information at a USCIS or other Government Facility, it will abide by the requirements set by the agency.

### **Suitability Determination**

Suitability Determination USCIS shall have and exercise full control over granting, denying, withholding or terminating access of unescorted Contractor employees to government facilities and/or access of Contractor employees to sensitive but unclassified information, based upon the results of a background investigation. USCIS may, as it deems appropriate, authorize and make a favorable entry on duty (EOD) decision based on preliminary security checks. The favorable EOD decision would allow the employees to commence work temporarily prior to the completion of the full investigation. The granting of a favorable EOD decision shall not be considered as assurance that a full employment suitability authorization will follow as a result thereof. The granting of a favorable EOD decision or a full employment suitability determination shall in no way prevent, preclude, or bar the withdrawal or termination of any such access by USCIS, at any time during the term of the contract. No employee of the Contractor shall be allowed unescorted access to a Government facility without a favorable EOD decision or suitability determination by the Office of Security & Investigations (OSI).

### **Background Investigations**

Contract employees (to include applicants, temporaries, part-time and replacement employees) under the contract, needing access to sensitive but unclassified information, shall undergo a position sensitivity analysis based on the duties, outlined in the Position Designation Determination (PDD) for Contractor Personnel, each individual will perform on the contract. The results of the position sensitivity analysis shall identify the appropriate background investigation to be conducted. All background investigations will be processed through OSI. Prospective Contractor employees shall submit the following completed forms to OSI through the COTR no less than 30 days before the starting date of the contract or 30 days prior to entry on duty of any employees, whether a replacement, addition, subcontractor employee, or vendor:

1. Standard Form 85P, "Questionnaire for Public Trust Positions"
2. DHS Form 11000-6, "Conditional Access to Sensitive But Unclassified Information Non-Disclosure Agreement"
3. FD Form 258, "Fingerprint Card" (2 copies)
4. Form DHS-11000-9, "Disclosure and Authorization Pertaining to Consumer Reports Pursuant to the Fair Credit Reporting Act"
5. Position Designation Determination for Contract Personnel Form
6. Foreign National Relatives or Associates Statement

Required forms will be provided by USCIS at the time of award of the contract. Only complete packages will be accepted by OSI. Specific instructions on submission of packages will be provided upon award of the contract.

Be advised that unless an applicant requiring access to sensitive but unclassified information has resided in the US for three of the past five years, OSI may not be able to complete a satisfactory background investigation. In such cases, USCIS retains the right to deem an applicant as ineligible due to insufficient background information.

The use of Non-U.S. citizens, including Lawful Permanent Residents (LPRs), is not permitted in the performance of this contract for any position that involves access to or development of any DHS IT system. USCIS will consider only U.S. Citizens for employment on this contract. USCIS will not approve LPRs for employment on this contract in any position that requires the LPR to access or assist in the development, operation, management or maintenance of DHS IT systems. By signing this contract, the contractor agrees to this restriction. In those instances where other non-IT requirements contained in the contract can be met by using LPRs, those requirements shall be clearly described.

#### **Employment Eligibility**

The Contractor must agree that each employee working on this contract will have a Social Security Card issued and approved by the Social Security Administration. The Contractor shall be responsible to USCIS for acts and omissions of his own employees and for any Subcontractor(s) and their employees to include financial responsibility for all damage or injury to persons or property resulting from the acts or omissions of the contractor's employees.

Subject to existing law, regulations and/ or other provisions of this contract, illegal or undocumented aliens will not be employed by the Contractor, or with this contract. The Contractor will ensure that this provision is expressly incorporated into any and all Subcontracts or subordinate agreements issued in support of this contract.

All contractor personnel assigned to this contract shall undergo drug testing conducted by a Department of Health and Human Service (HHS/SAMHSA) approved laboratory under the National Laboratory Certification Program (NLCP) and screened for the presence of cannabinoids, cocaine, opiates, amphetamines, and phencyclidine. (CIS reserves the right to expand the list to include additional drugs). All contractor personnel must possess drug test results that state the individual has not tested positive for any illegal drugs.

The results of each screening shall be provided to the COTR prior to the Security EOD approval. Drug screening shall be ordered and accomplished at the contractor's expense.

#### **Continued Eligibility**

If a prospective employee is found to be ineligible for access to USCIS facilities or information, the COTR will advise the Contractor that the employee shall not continue to work or to be assigned to work under the contract.

USCIS reserves the right and prerogative to deny and/ or restrict the facility and information access of any Contractor employee whose actions are in conflict with the standards of conduct, 5 CFR 2635 and 5 CFR 3801, or whom USCIS determines to present a risk of compromising sensitive but unclassified information to which he or she would have access under this contract.

The Contractor will report any adverse information coming to their attention concerning contract employees under the contract to USCIS OSI. The subsequent termination of employment of an employee does not obviate the requirement to submit this report. The report shall include the employees' name and social security number, along with the adverse information being reported.



OSI must be notified of all terminations/ resignations within five days of occurrence. The Contractor will return any expired USCIS issued identification cards and building passes, or those of terminated employees to the COTR. If an identification card or building pass is not available to be returned, a report must be submitted to the COTR, referencing the pass or card number, name of individual to whom issued, the last known location and disposition of the pass or card.

#### Security Management

The Contractor shall appoint a senior official to act as the Corporate Security Officer. The individual will interface with the Security Office through the COTR on all security matters, to include physical, personnel, and protection of all Government information and data accessed by the Contractor.

The COTR and the Security Office shall have the right to inspect the procedures, methods, and facilities utilized by the Contractor in complying with the security requirements under this contract. Should the COTR determine that the Contractor is not complying with the security requirements of this contract; the Contractor will be informed in writing by the Contracting Officer of the proper action to be taken in order to effect compliance with such requirements.

#### Computer And Telecommunications Security Requirements

##### Security Program Background

The DHS has established a department wide IT security program based on the following Executive Orders (EO), public laws, and national policy:

- Public Law 107-296, Homeland Security Act of 2002.
- Federal Information Security Management Act (FISMA) of 2002, November 25, 2002.
- Public Law 104-106, Clinger-Cohen Act of 1996 [formerly, Information Technology Management Reform Act (ITMRA)], February 10, 1996.
- Privacy Act of 1974, As Amended. 5 United States Code (U.S.C.) 552a, Public Law 93-579, Washington, D.C., July 14, 1987.
- Executive Order 12829, *National Industrial Security Program*, January 6, 1993.
- Executive Order 12958, *Classified National Security Information*, as amended.
- Executive Order 12968, *Access to Classified Information*, August 2, 1995.
- Executive Order 13231, *Critical Infrastructure Protection in the Information Age*, October 16, 2001.
- National Industrial Security Program Operating Manual (NISPOM), February 2001.
- DHS Sensitive Systems Policy Publication 4300A v2.1, July 26, 2004
- DHS National Security Systems Policy Publication 4300B v2.1, July 26, 2004
- Homeland Security Presidential Directive 7, *Critical Infrastructure Identification, Prioritization, and Protection*, December 17, 2003.
- Office of Management and Budget (OMB) Circular A-130, *Management of Federal Information Resources*.
- National Security Directive (NSD) 42, *National Policy for the Security of National Security Telecommunications and Information Systems (U)*, July 5, 1990, CONFIDENTIAL.
- 5 Code of Federal Regulations (CFR) §2635, Office of Government Ethics, *Standards of Ethical Conduct for Employees of the Executive Branch*.
- DHS SCG OS-002 (IT), National Security IT Systems Certification & Accreditation, March 2004.
- Department of State 12 Foreign Affairs Manual (FAM) 600, *Information Security Technology*, June 22, 2000.
- Department of State 12 FAM 500, *Information Security*, October 1, 1999.
- Executive Order 12472, *Assignment of National Security and Emergency Preparedness Telecommunications Functions*, dated April 3, 1984.
- Presidential Decision Directive 67, *Enduring Constitutional Government and Continuity of Government Operations*, dated October 21, 1998.
- FEMA Federal Preparedness Circular 65, *Federal Executive Branch Continuity of Operations (COOP)*, dated July 26, 1999.
- FEMA Federal Preparedness Circular 66, *Test, Training and Exercise (TT&E) for Continuity of*

*Operations (COOP)*, dated April 30, 2001.

- FEMA Federal Preparedness Circular 67, *Acquisition of Alternate Facilities for Continuity of Operations*, dated April 30, 2001.
- Title 36 Code of Federal Regulations 1236, *Management of Vital Records*, revised as of July 1, 2000.
- National Institute of Standards and Technology (NIST) Special Publications for computer security and FISMA compliance.

### **General**

Due to the sensitive nature of USCIS information, the contractor is required to develop and maintain a comprehensive Computer and Telecommunications Security Program to address the integrity, confidentiality, and availability of sensitive but unclassified (SBU) information during collection, storage, transmission, and disposal. The contractor's security program shall adhere to the requirements set forth in the DHS Management Directive 4300 IT Systems Security Pub Volume 1 Part A and DHS Management Directive 4300 IT Systems Security Pub Volume 1 Part B. This shall include conformance with the DHS Sensitive Systems Handbook, DHS Management Directive 11042 Safeguarding Sensitive but Unclassified (For Official Use Only) Information and other DHS or USCIS guidelines and directives regarding information security requirements. The contractor shall establish a working relationship with the USCIS IT Security Office, headed by the Information Systems Security Program Manager (ISSM).

### **IT Systems Security**

In Accordance With DHS Management Directive 4300.1 "Information Technology Systems Security", USCIS Contractors Shall Ensure That All Employees With Access To USCIS IT Systems Are In Compliance With The Requirement Of This Management Directive. Specifically, All Contractor Employees With Access To USCIS IT Systems Meet The Requirement For Successfully Completing The Annual "Computer Security Awareness Training (CSAT)." All Contractor Employees Are Required To Complete The Training Within 60-Days From The Date Of Entry On Duty (EOD) And Are Required To Complete The Training Yearly Thereafter. CSAT Can Be Accessed At The Following: <http://Otdc.uscis.dhs.gov/Edvantage.Default.Asp> Or Via Remote Access From A CD Which Can Be Obtained By Contacting [Uscisitsecurity@dhs.gov](mailto:Uscisitsecurity@dhs.gov).

### **IT Security In The Systems Development Life Cycle (SDLC)**

The USCIS SDLC Manual Documents All System Activities Required For The Development, Operation, And Disposition Of IT Security Systems. Required Systems Analysis, Deliverables, And Security Activities Are Identified In The SDLC Manual By Lifecycle Phase. The Contractor Shall Assist The Appropriate USCIS ISSO With Development And Completion Of All SDLC Activities And Deliverables Contained In The SDLC. The SDLC Is Supplemented With Information From DHS And USCIS Policies And Procedures As Well As The National Institute Of Standards Special Procedures Related To Computer Security And FISMA Compliance. These Activities Include Development Of The Following Documents:

- *Sensitive System Security Plan (SSSP)*: This is the primary reference that describes system sensitivity, criticality, security controls, policies, and procedures. The SSSP shall be based upon the completion of the DHS FIPS 199 workbook to categorize the system of application and completion of the RMS Questionnaire. The SSSP shall be completed as part of the System or Release Definition Process in the SDLC and shall not be waived or tailored.
- *Privacy Impact Assessment (PIA) and System of Records Notification (SORN)*. For each new development activity, each incremental system update, or system recertification, a PIA and SORN shall be evaluated. If the system (or modification) triggers a PIA the contractor shall support the development of PIA and SORN as required. The Privacy Act of 1974 requires the PIA and shall be part of the SDLC process performed at either System or Release Definition.
- *Contingency Plan (CP)*: This plan describes the steps to be taken to ensure that an automated system or facility can be recovered from service disruptions in the event of emergencies and/or



disasters. The Contractor shall support annual contingency plan testing and shall provide a Contingency Plan Test Results Report.

- *Security Test and Evaluation (ST&E)*: This document evaluates each security control and countermeasure to verify operation in the manner intended. Test parameters are established based on results of the RA. An ST&E shall be conducted for each Major Application and each General Support System as part of the certification process. The Contractor shall support this process.
- *Risk Assessment (RA)*: This document identifies threats and vulnerabilities, assesses the impacts of the threats, evaluates in-place countermeasures, and identifies additional countermeasures necessary to ensure an acceptable level of security. The RA shall be completed after completing the NIST 800-53 evaluation, Contingency Plan Testing, and the ST&E. Identified weakness shall be documented in a Plan of Action and Milestone (POA&M) in the USCIS Trusted Agent FISMA (TAF) tool. Each POA&M entry shall identify the cost of mitigating the weakness and the schedule for mitigating the weakness, as well as a POC for the mitigation efforts.
- *Certification and Accreditation (C&A)*: This program establishes the extent to which a particular design and implementation of an automated system and the facilities housing that system meet a specified set of security requirements, based on the RA of security features and other technical requirements (certification), and the management authorization and approval of a system to process sensitive but unclassified information (accreditation). As appropriate the Contractor shall be granted access to the USCIS TAF and Risk Management System (RMS) tools to support C&A and its annual assessment requirements. Annual assessment activities shall include completion of the NIST 800-26 Self Assessment in TAF, annual review of user accounts, and annual review of the FIPS categorization. C&A status shall be reviewed for each incremental system update and a new full C&A process completed when a major system revision is anticipated.

#### Security Assurances

DHS Management Directives 4300 requires compliance with standards set forth by NIST, for evaluating computer systems used for processing SBU information. The Contractor shall ensure that requirements are allocated in the functional requirements and system design documents to security requirements are based on the DHS policy, NIST standards and applicable legislation and regulatory requirements. Systems shall offer the following visible security features:

- *User Identification and Authentication (I&A)* – I&A is the process of telling a system the identity of a subject (for example, a user) (*I*) and providing that the subject is who it claims to be (*A*). Systems shall be designed so that the identity of each user shall be established prior to authorizing system access, each system user shall have his/her own user ID and password, and each user is authenticated before access is permitted. All system and database administrative users shall have strong authentication, with passwords that shall conform to established DHS standards. All USCIS Identification and Authentication shall be done using the Password Issuance Control System (PICS) or its successor. Under no circumstances will Identification and Authentication be performed by other than the USCIS standard system in use at the time of a systems development.
- *Discretionary Access Control (DAC)* – DAC is a DHS access policy that restricts access to system objects (for example, files, directories, devices) based on the identity of the users and/or groups to which they belong. All system files shall be protected by a secondary access control measure.
- *Object Reuse* – Object Reuse is the reassignment to a subject (for example, user) of a medium that previously contained an object (for example, file). Systems that use memory to temporarily store user I&A information and any other SBU information shall be cleared before reallocation.
- *Audit* – DHS systems shall provide facilities for transaction auditing, which is the examination of a set of chronological records that provide evidence of system and user activity. Evidence of active review of audit logs shall be provided to the USCIS IT Security Office on a monthly basis, identifying all security findings including failed log in attempts, attempts to access restricted information, and password change activity.
- *Banner Pages* – DHS systems shall provide appropriate security banners at start up identifying the system or application as being a Government asset and subject to government laws and



regulations. This requirement does not apply to public facing internet pages, but shall apply to intranet applications.

#### Data Security

SBU systems shall be protected from unauthorized access, modification, and denial of service. The Contractor shall ensure that all aspects of data security requirements (i.e., confidentiality, integrity, and availability) are included in the functional requirements and system design, and ensure that they meet the minimum requirements as set forth in the DHS Sensitive Systems Handbook and USCIS policies and procedures. These requirements include:

- *Integrity* – The computer systems used for processing SBU shall have data integrity controls to ensure that data is not modified (intentionally or unintentionally) or repudiated by either the sender or the receiver of the information. A risk analysis and vulnerability assessment shall be performed to determine what type of data integrity controls (e.g., cyclical redundancy checks, message authentication codes, security hash functions, and digital signatures, etc.) shall be used.
- *Confidentiality* – Controls shall be included to ensure that SBU information collected, stored, and transmitted by the system is protected against compromise. A risk analysis and vulnerability assessment shall be performed to determine if threats to the SBU exist. If it exists, data encryption shall be used to mitigate such threats.
- *Availability* – Controls shall be included to ensure that the system is continuously working and all services are fully available within a timeframe commensurate with the availability needs of the user community and the criticality of the information processed.
- *Data Labeling*. – The contractor shall ensure that documents and media are labeled consistent with the *DHS Sensitive Systems Handbook*.

#### **52.204-2 Security Clause Requirements.**

As prescribed in 4.404(a), insert the following clause:

Security Requirements (Aug 1996)

(a) This clause applies to the extent that this contract involves access to information classified "Confidential," "Secret," or "Top Secret."

(b) The Contractor shall comply with—

(1) The Security Agreement (DD Form 441), including the *National Industrial Security Program Operating Manual* (DOD 5220.22-M); and

(2) Any revisions to that manual, notice of which has been furnished to the Contractor.

(c) If, subsequent to the date of this contract, the security classification or security requirements under this contract are changed by the Government and if the changes cause an increase or decrease in security costs or otherwise affect any other term or condition of this contract, the contract shall be subject to an equitable adjustment as if the changes were directed under the Changes clause of this contract.

(d) The Contractor agrees to insert terms that conform substantially to the language of this clause, including this paragraph (d) but excluding any reference to the Changes clause of this contract, in all subcontracts under this contract that involve access to classified information.

(End of clause)

*Alternate 1 (Apr 1984).* If a cost contract for research and development with an educational institution is contemplated, add the following paragraphs (e), (f), and (g) to the basic clause:

(e) If a change in security requirements, as provided in paragraphs (b) and (c), results (1) in a change in the security classification of this contract or any of its elements from an unclassified status or a lower classification to a higher classification, or (2) in more restrictive area controls than previously required, the Contractor shall exert every reasonable effort compatible with the Contractor's established policies to continue the performance of work under the contract in compliance with the change in security classification or requirements. If, despite reasonable efforts, the Contractor determines that the continuation of work under this contract is not practicable because of the change in security classification or requirements, the Contractor shall notify the Contracting Officer in writing. Until resolution of the problem is made by the Contracting Officer, the Contractor shall continue safeguarding all classified material as required by this contract.

(f) After receiving the written notification, the Contracting Officer shall explore the circumstances

surrounding the proposed change in security classification or requirements, and shall endeavor to work out a mutually satisfactory method whereby the Contractor can continue performance of the work under this contract.

(g) If, 15 days after receipt by the Contracting Officer of the notification of the Contractor's stated inability to proceed, (1) the application to this contract of the change in security classification or requirements has not been withdrawn, or (2) a mutually satisfactory method for continuing performance of work under this contract has not been agreed upon, the Contractor may request the Contracting Officer to terminate the contract in whole or in part. The Contracting Officer shall terminate the contract in whole or in part, as may be appropriate, and the termination shall be deemed a termination under the terms of the Termination for the Convenience of the Government clause.

*Alternate II (Apr 1984).* If employee identification is required for security or other reasons in a construction contract or architect-engineer contract, add the following paragraph (e) to the basic clause:

(e) The Contractor shall be responsible for furnishing to each employee and for requiring each employee engaged on the work to display such identification as may be approved and directed by the Contracting Officer. All prescribed identification shall immediately be delivered to the Contracting Officer, for cancellation upon the release of any employee. When required by the Contracting Officer, the Contractor shall obtain and submit fingerprints of all persons employed or to be employed on the project.

WD 05-2123 (Rev.-6) was first posted on www.wdol.gov on 06/03/2008

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REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Shirley F. Ebbesen            Division of  
Director                      Wage Determinations

Wage Determination No.: 2005-2123  
Revision No.: 6  
Date Of Revision: 05/29/2008

State: Florida

Area: Florida Counties of Orange, Osceola, Seminole

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

| OCCUPATION CODE - TITLE                                 | MINIMUM WAGE RATE |
|---|-------------------|
| 01000 - Administrative Support And Clerical Occupations |                   |
| 01011 - Accounting Clerk I                              | 12.18             |
| 01012 - Accounting Clerk II                             | 13.69             |
| 01013 - Accounting Clerk III                            | 15.31             |
| 01020 - Administrative Assistant                        | 19.81             |
| 01040 - Court Reporter                                  | 17.28             |
| 01051 - Data Entry Operator I                           | 10.46             |
| 01052 - Data Entry Operator II                          | 13.25             |
| 01060 - Dispatcher, Motor Vehicle                       | 17.17             |
| 01070 - Document Preparation Clerk                      | 12.27             |
| 01090 - Duplicating Machine Operator                    | 11.59             |
| 01111 - General Clerk I                                 | 10.50             |
| 01112 - General Clerk II                                | 12.82             |
| 01113 - General Clerk III                               | 14.36             |
| 01120 - Housing Referral Assistant                      | 17.15             |
| 01141 - Messenger Courier                               | 10.42             |
| 01191 - Order Clerk I                                   | 11.18             |
| 01192 - Order Clerk II                                  | 12.28             |
| 01261 - Personnel Assistant (Employment) I              | 13.72             |
| 01262 - Personnel Assistant (Employment) II             | 15.77             |
| 01263 - Personnel Assistant (Employment) III            | 17.03             |
| 01270 - Production Control Clerk                        | 16.82             |
| 01280 - Receptionist                                    | 11.92             |
| 01290 - Rental Clerk                                    | 12.90             |
| 01300 - Scheduler, Maintenance                          | 13.74             |
| 01311 - Secretary I                                     | 13.74             |
| 01312 - Secretary II                                    | 15.36             |



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| 01313 - Secretary III                                | 17.15 |
| 01320 - Service Order Dispatcher                     | 14.87 |
| 01410 - Supply Technician                            | 19.81 |
| 01420 - Survey Worker                                | 15.33 |
| 01531 - Travel Clerk I                               | 11.59 |
| 01532 - Travel Clerk II                              | 12.10 |
| 01533 - Travel Clerk III                             | 12.65 |
| 01611 - Word Processor I                             | 13.12 |
| 01612 - Word Processor II                            | 14.23 |
| 01613 - Word Processor III                           | 16.37 |
| 05000 - Automotive Service Occupations               |       |
| 05005 - Automobile Body Repairer, Fiberglass         | 19.45 |
| 05010 - Automotive Electrician                       | 17.28 |
| 05040 - Automotive Glass Installer                   | 16.36 |
| 05070 - Automotive Worker                            | 16.36 |
| 05110 - Mobile Equipment Servicer                    | 13.56 |
| 05130 - Motor Equipment Metal Mechanic               | 18.18 |
| 05160 - Motor Equipment Metal Worker                 | 16.36 |
| 05190 - Motor Vehicle Mechanic                       | 18.18 |
| 05220 - Motor Vehicle Mechanic Helper                | 13.10 |
| 05250 - Motor Vehicle Upholstery Worker              | 15.80 |
| 05280 - Motor Vehicle Wrecker                        | 16.37 |
| 05310 - Painter, Automotive                          | 17.92 |
| 05340 - Radiator Repair Specialist                   | 16.36 |
| 05370 - Tire Repairer                                | 10.83 |
| 05400 - Transmission Repair Specialist               | 18.18 |
| 07000 - Food Preparation And Service Occupations     |       |
| 07010 - Baker  | 11.42 |
| 07041 - Cook I                                       | 10.88 |
| 07042 - Cook II                                      | 12.39 |
| 07070 - Dishwasher                                   | 8.71  |
| 07130 - Food Service Worker                          | 8.79  |
| 07210 - Meat Cutter                                  | 12.54 |
| 07260 - Waiter/Waitress                              | 8.93  |
| 09000 - Furniture Maintenance And Repair Occupations |       |
| 09010 - Electrostatic Spray Painter                  | 14.18 |
| 09040 - Furniture Handler                            | 9.40  |
| 09080 - Furniture Refinisher                         | 14.18 |
| 09090 - Furniture Refinisher Helper                  | 11.04 |
| 09110 - Furniture Repairer, Minor                    | 12.53 |
| 09130 - Upholsterer                                  | 14.18 |
| 11000 - General Services And Support Occupations     |       |
| 11030 - Cleaner, Vehicles                            | 9.77  |
| 11060 - Elevator Operator                            | 9.54  |
| 11090 - Gardener                                     | 12.46 |
| 11122 - Housekeeping Aide                            | 9.54  |
| 11150 - Janitor                                      | 10.71 |
| 11210 - Laborer, Grounds Maintenance                 | 10.53 |
| 11240 - Maid or Houseman                             | 8.89  |
| 11260 - Pruner                                       | 9.83  |
| 11270 - Tractor Operator                             | 12.62 |

|  |       |
|--|-------|
| 11330 - Trail Maintenance Worker                             | 10.53 |
| 11360 - Window Cleaner                                       | 13.14 |
| 12000 - Health Occupations                                   |       |
| 12010 - Ambulance Driver                                     | 14.47 |
| 12011 - Breath Alcohol Technician                            | 15.61 |
| 12012 - Certified Occupational Therapist Assistant           | 22.36 |
| 12015 - Certified Physical Therapist Assistant               | 21.68 |
| 12020 - Dental Assistant                                     | 16.07 |
| 12025 - Dental Hygienist                                     | 30.66 |
| 12030 - EKG Technician                                       | 20.11 |
| 12035 - Electroneurodiagnostic Technologist                  | 20.11 |
| 12040 - Emergency Medical Technician                         | 14.47 |
| 12071 - Licensed Practical Nurse I                           | 13.76 |
| 12072 - Licensed Practical Nurse II                          | 15.61 |
| 12073 - Licensed Practical Nurse III                         | 17.41 |
| 12100 - Medical Assistant                                    | 12.40 |
| 12130 - Medical Laboratory Technician                        | 15.58 |
| 12160 - Medical Record Clerk                                 | 14.88 |
| 12190 - Medical Record Technician                            | 14.89 |
| 12195 - Medical Transcriptionist                             | 14.40 |
| 12210 - Nuclear Medicine Technologist                        | 29.50 |
| 12221 - Nursing Assistant I                                  | 8.80  |
| 12222 - Nursing Assistant II                                 | 9.89  |
| 12223 - Nursing Assistant III                                | 10.80 |
| 12224 - Nursing Assistant IV                                 | 12.10 |
| 12235 - Optical Dispenser                                    | 18.03 |
| 12236 - Optical Technician                                   | 16.81 |
| 12250 - Pharmacy Technician                                  | 14.41 |
| 12280 - Phlebotomist   | 12.10 |
| 12305 - Radiologic Technologist                              | 21.13 |
| 12311 - Registered Nurse I                                   | 20.73 |
| 12312 - Registered Nurse II                                  | 25.36 |
| 12313 - Registered Nurse II, Specialist                      | 25.36 |
| 12314 - Registered Nurse III                                 | 30.69 |
| 12315 - Registered Nurse III, Anesthetist                    | 30.69 |
| 12316 - Registered Nurse IV                                  | 36.77 |
| 12317 - Scheduler (Drug and Alcohol Testing)                 | 19.33 |
| 13000 - Information And Arts Occupations                     |       |
| 13011 - Exhibits Specialist I                                | 16.82 |
| 13012 - Exhibits Specialist II                               | 19.39 |
| 13013 - Exhibits Specialist III                              | 22.98 |
| 13041 - Illustrator I  | 19.01 |
| 13042 - Illustrator II                                       | 20.76 |
| 13043 - Illustrator III                                      | 25.96 |
| 13047 - Librarian  | 23.04 |
| 13050 - Library Aide/Clerk                                   | 12.77 |
| 13054 - Library Information Technology Systems Administrator | 20.78 |
| 13058 - Library Technician                                   | 13.93 |
| 13061 - Media Specialist I                                   | 14.75 |
| 13062 - Media Specialist II                                  | 15.55 |
| 13063 - Media Specialist III                                 | 17.34 |



|   |       |
|---|-------|
| 13071 - Photographer I  | 13.57 |
| 13072 - Photographer II   | 15.91 |
| 13073 - Photographer III  | 19.29 |
| 13074 - Photographer IV   | 23.54 |
| 13075 - Photographer V  | 28.55 |
| 13110 - Video Teleconference Technician                         | 14.75 |
| 14000 - Information Technology Occupations                      |       |
| 14041 - Computer Operator I                                     | 15.80 |
| 14042 - Computer Operator II                                    | 18.29 |
| 14043 - Computer Operator III                                   | 22.42 |
| 14044 - Computer Operator IV                                    | 24.72 |
| 14045 - Computer Operator V                                     | 27.37 |
| 14071 - Computer Programmer I (1)                               | 21.92 |
| 14072 - Computer Programmer II (1)                              | 25.69 |
| 14073 - Computer Programmer III (1)                             |       |
| 14074 - Computer Programmer IV (1)                              |       |
| 14101 - Computer Systems Analyst I (1)                          |       |
| 14102 - Computer Systems Analyst II (1)                         |       |
| 14103 - Computer Systems Analyst III (1)                        |       |
| 14150 - Peripheral Equipment Operator                           | 15.80 |
| 14160 - Personal Computer Support Technician                    | 24.72 |
| 15000 - Instructional Occupations                               |       |
| 15010 - Aircrew Training Devices Instructor (Non-Rated)         | 23.69 |
| 15020 - Aircrew Training Devices Instructor (Rated)             | 31.26 |
| 15030 - Air Crew Training Devices Instructor (Pilot)            | 33.99 |
| 15050 - Computer Based Training Specialist / Instructor         | 30.03 |
| 15060 - Educational Technologist                                | 26.92 |
| 15070 - Flight Instructor (Pilot)                               | 33.99 |
| 15080 - Graphic Artist  | 20.53 |
| 15090 - Technical Instructor                                    | 18.80 |
| 15095 - Technical Instructor/Course Developer                   | 23.01 |
| 15110 - Test Proctor  | 16.27 |
| 15120 - Tutor   | 16.27 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations |       |
| 16010 - Assembler   | 9.01  |
| 16030 - Counter Attendant                                       | 9.01  |
| 16040 - Dry Cleaner   | 10.82 |
| 16070 - Finisher, Flatwork, Machine                             | 9.01  |
| 16090 - Presser, Hand   | 9.01  |
| 16110 - Presser, Machine, Drycleaning                           | 9.01  |
| 16130 - Presser, Machine, Shirts                                | 9.01  |
| 16160 - Presser, Machine, Wearing Apparel, Laundry              | 9.01  |
| 16190 - Sewing Machine Operator                                 | 11.57 |
| 16220 - Tailor  | 12.18 |
| 16250 - Washer, Machine   | 9.56  |
| 19000 - Machine Tool Operation And Repair Occupations           |       |
| 19010 - Machine-Tool Operator (Tool Room)                       | 15.14 |
| 19040 - Tool And Die Maker                                      | 18.46 |
| 21000 - Materials Handling And Packing Occupations              |       |
| 21020 - Forklift Operator                                       | 13.09 |
| 21030 - Material Coordinator                                    | 16.82 |



|   |       |
|---|-------|
| 21040 - Material Expediter  | 16.82 |
| 21050 - Material Handling Laborer   | 10.06 |
| 21071 - Order Filler  | 10.03 |
| 21080 - Production Line Worker (Food Processing)                                | 13.09 |
| 21110 - Shipping Packer   | 11.77 |
| 21130 - Shipping/Receiving Clerk  | 11.77 |
| 21140 - Store Worker I  | 9.34  |
| 21150 - Stock Clerk   | 13.30 |
| 21210 - Tools And Parts Attendant   | 13.48 |
| 21410 - Warehouse Specialist  | 13.75 |
| 23000 - Mechanics And Maintenance And Repair Occupations                        |       |
| 23010 - Aerospace Structural Welder   | 23.12 |
| 23021 - Aircraft Mechanic I   | 21.79 |
| 23022 - Aircraft Mechanic II  | 23.12 |
| 23023 - Aircraft Mechanic III   | 29.47 |
| 23040 - Aircraft Mechanic Helper  | 16.14 |
| 23050 - Aircraft, Painter   | 20.33 |
| 23060 - Aircraft Servicer   | 18.29 |
| 23080 - Aircraft Worker   | 19.59 |
| 23110 - Appliance Mechanic  | 14.98 |
| 23120 - Bicycle Repairer  | 12.47 |
| 23125 - Cable Splicer   | 23.59 |
| 23130 - Carpenter, Maintenance  | 15.87 |
| 23140 - Carpet Layer  | 17.76 |
| 23160 - Electrician, Maintenance  | 16.97 |
| 23181 - Electronics Technician Maintenance I                                    | 17.11 |
| 23182 - Electronics Technician Maintenance II                                   | 18.21 |
| 23183 - Electronics Technician Maintenance III                                  | 19.12 |
| 23260 - Fabric Worker   | 14.11 |
| 23290 - Fire Alarm System Mechanic  | 17.08 |
| 23310 - Fire Extinguisher Repairer  | 13.05 |
| 23311 - Fuel Distribution System Mechanic                                       | 19.15 |
| 23312 - Fuel Distribution System Operator                                       | 16.65 |
| 23370 - General Maintenance Worker  | 14.24 |
| 23380 - Ground Support Equipment Mechanic                                       | 20.06 |
| 23381 - Ground Support Equipment Servicer                                       | 16.84 |
| 23382 - Ground Support Equipment Worker   | 18.04 |
| 23391 - Gunsmith I  | 13.05 |
| 23392 - Gunsmith II   | 15.15 |
| 23393 - Gunsmith III  | 17.29 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic                      | 16.56 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) |       |
| 18.33   |       |
| 23430 - Heavy Equipment Mechanic  | 17.78 |
| 23440 - Heavy Equipment Operator  | 15.85 |
| 23460 - Instrument Mechanic   | 16.99 |
| 23465 - Laboratory/Shelter Mechanic   | 16.22 |
| 23470 - Laborer   | 12.73 |
| 23510 - Locksmith   | 17.34 |
| 23530 - Machinery Maintenance Mechanic  | 18.29 |
| 23550 - Machinist, Maintenance  | 15.71 |

|   |       |
|---|-------|
| 23580 - Maintenance Trades Helper                         | 11.67 |
| 23591 - Metrology Technician I                            | 16.99 |
| 23592 - Metrology Technician II                           | 18.03 |
| 23593 - Metrology Technician III                          | 19.08 |
| 23640 - Millwright  | 20.77 |
| 23710 - Office Appliance Repairer                         | 17.71 |
| 23760 - Painter, Maintenance                              | 14.28 |
| 23790 - Pipefitter, Maintenance                           | 16.34 |
| 23810 - Plumber, Maintenance                              | 15.53 |
| 23820 - Pneudraulic Systems Mechanic                      | 17.29 |
| 23850 - Rigger  | 20.99 |
| 23870 - Scale Mechanic                                    | 15.15 |
| 23890 - Sheet-Metal Worker, Maintenance                   | 15.79 |
| 23910 - Small Engine Mechanic                             | 14.76 |
| 23931 - Telecommunications Mechanic I                     | 19.28 |
| 23932 - Telecommunications Mechanic II                    | 20.26 |
| 23950 - Telephone Lineman                                 | 18.35 |
| 23960 - Welder, Combination, Maintenance                  | 16.06 |
| 23965 - Well Driller                                      | 15.94 |
| 23970 - Woodcraft Worker                                  | 17.29 |
| 23980 - Woodworker  | 12.31 |
| 24000 - Personal Needs Occupations                        |       |
| 24570 - Child Care Attendant                              | 10.61 |
| 24580 - Child Care Center Clerk                           | 13.24 |
| 24610 - Chore Aide  | 8.38  |
| 24620 - Family Readiness And Support Services Coordinator | 13.15 |
| 24630 - Homemaker   | 15.12 |
| 25000 - Plant And System Operations Occupations           |       |
| 25010 - Boiler Tender                                     | 20.77 |
| 25040 - Sewage Plant Operator                             | 18.01 |
| 25070 - Stationary Engineer                               | 20.77 |
| 25190 - Ventilation Equipment Tender                      | 12.23 |
| 25210 - Water Treatment Plant Operator                    | 18.01 |
| 27000 - Protective Service Occupations                    |       |
| 27004 - Alarm Monitor                                     | 15.37 |
| 27007 - Baggage Inspector                                 | 10.98 |
| 27008 - Corrections Officer                               | 17.86 |
| 27010 - Court Security Officer                            | 19.12 |
| 27030 - Detection Dog Handler                             | 16.11 |
| 27040 - Detention Officer                                 | 17.86 |
| 27070 - Firefighter                                       | 17.03 |
| 27101 - Guard I   | 10.98 |
| 27102 - Guard II  | 14.81 |
| 27131 - Police Officer I                                  | 22.48 |
| 27132 - Police Officer II                                 | 25.00 |
| 28000 - Recreation Occupations                            |       |
| 28041 - Carnival Equipment Operator                       | 11.69 |
| 28042 - Carnival Equipment Repairer                       | 12.42 |
| 28043 - Carnival Equipment Worker                         | 9.56  |
| 28210 - Gate Attendant/Gate Tender                        | 12.08 |
| 28310 - Lifeguard   | 11.34 |



|  |       |
|--|-------|
| 28350 - Park Attendant (Aide)  | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant                    | 9.56  |
| 28515 - Recreation Specialist  | 11.83 |
| 28630 - Sports Official  | 11.34 |
| 28690 - Swimming Pool Operator                                       | 16.23 |
| 29000 - Stevedoring/Longshoremen Occupational Services               |       |
| 29010 - Blocker And Bracer   | 19.23 |
| 29020 - Hatch Tender   | 19.23 |
| 29030 - Line Handler   | 19.23 |
| 29041 - Stevedore I  | 16.54 |
| 29042 - Stevedore II   | 20.59 |
| 30000 - Technical Occupations  |       |
| 30010 - Air Traffic Control Specialist, Center (HFO) (2)             | 33.96 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (2)            | 23.42 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (2)           | 25.79 |
| 30021 - Archeological Technician I                                   | 15.84 |
| 30022 - Archeological Technician II                                  | 19.07 |
| 30023 - Archeological Technician III                                 | 23.54 |
| 30030 - Cartographic Technician                                      | 22.00 |
| 30040 - Civil Engineering Technician                                 | 19.30 |
| 30061 - Drafter/CAD Operator I                                       | 15.84 |
| 30062 - Drafter/CAD Operator II                                      | 16.84 |
| 30063 - Drafter/CAD Operator III                                     | 20.67 |
| 30064 - Drafter/CAD Operator IV                                      | 25.68 |
| 30081 - Engineering Technician I                                     | 15.95 |
| 30082 - Engineering Technician II                                    | 17.72 |
| 30083 - Engineering Technician III                                   | 20.85 |
| 30084 - Engineering Technician IV                                    | 23.50 |
| 30085 - Engineering Technician V                                     | 28.65 |
| 30086 - Engineering Technician VI                                    | 34.77 |
| 30090 - Environmental Technician                                     | 16.52 |
| 30210 - Laboratory Technician  | 18.95 |
| 30240 - Mathematical Technician                                      | 24.18 |
| 30361 - Paralegal/Legal Assistant I                                  | 19.15 |
| 30362 - Paralegal/Legal Assistant II                                 | 22.24 |
| 30363 - Paralegal/Legal Assistant III                                | 25.39 |
| 30364 - Paralegal/Legal Assistant IV                                 | 33.61 |
| 30390 - Photo-Optics Technician                                      | 22.96 |
| 30461 - Technical Writer I   | 19.45 |
| 30462 - Technical Writer II  | 23.79 |
| 30463 - Technical Writer III   | 27.19 |
| 30491 - Unexploded Ordnance (UXO) Technician I                       | 21.58 |
| 30492 - Unexploded Ordnance (UXO) Technician II                      | 26.11 |
| 30493 - Unexploded Ordnance (UXO) Technician III                     | 31.30 |
| 30494 - Unexploded (UXO) Safety Escort                               | 21.58 |
| 30495 - Unexploded (UXO) Sweep Personnel                             | 21.58 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (2) | 20.67 |
| 30621 - Weather Observer, Senior (2)                                 | 22.00 |
| 31000 - Transportation/Mobile Equipment Operation Occupations        |       |
| 31020 - Bus Aide   | 9.19  |
| 31030 - Bus Driver   | 15.24 |



|   |       |
|---|-------|
| 31043 - Driver Courier                  | 13.30 |
| 31260 - Parking and Lot Attendant       | 7.99  |
| 31290 - Shuttle Bus Driver              | 15.10 |
| 31310 - Taxi Driver                     | 10.99 |
| 31361 - Truckdriver, Light              | 15.10 |
| 31362 - Truckdriver, Medium             | 16.10 |
| 31363 - Truckdriver, Heavy              | 18.56 |
| 31364 - Truckdriver, Tractor-Trailer    | 18.56 |
| 99000 - Miscellaneous Occupations       |       |
| 99030 - Cashier                         | 9.94  |
| 99050 - Desk Clerk                      | 11.92 |
| 99095 - Embalmer                        | 18.23 |
| 99251 - Laboratory Animal Caretaker I   | 9.98  |
| 99252 - Laboratory Animal Caretaker II  | 10.48 |
| 99310 - Mortician                       | 23.53 |
| 99410 - Pest Controller                 | 14.49 |
| 99510 - Photofinishing Worker           | 10.34 |
| 99710 - Recycling Laborer               | 14.88 |
| 99711 - Recycling Specialist            | 17.34 |
| 99730 - Refuse Collector                | 13.54 |
| 99810 - Sales Clerk                     | 12.05 |
| 99820 - School Crossing Guard           | 9.24  |
| 99830 - Survey Party Chief              | 17.30 |
| 99831 - Surveying Aide                  | 11.87 |
| 99832 - Surveying Technician            | 16.27 |
| 99840 - Vending Machine Attendant       | 12.90 |
| 99841 - Vending Machine Repairer        | 16.51 |
| 99842 - Vending Machine Repairer Helper | 13.05 |

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.24 per hour or \$129.60 per week or \$561.60 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 5 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) Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

HAZARDOUS PAY DIFFERENTIAL: 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 ordinance, 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.



|   |                                 |  |                                |
|---|---------------------------------|--|--------------------------------|
| AMENDMENT OF SOLICITATION/ MODIFICATION OF CONTRACT   |                                 | 1. CONTRACT ID CODE  | PAGE OF PAGES<br>1   6         |
| 2. AMENDMENT/ MODIFICATION NO.<br>P00003  | 3. EFFECTIVE DATE<br>01/29/2009 | 4. INFORMATION PACKAGE NO.   | 5. PROJECT NO. (if applicable) |
| 6. ISSUED BY<br>USCIS Contracting Office<br>Department of Homeland Security<br>70 Kimball Avenue<br>South Burlington VT 05403                                       | CODE<br>CIS                     | 7. ADMINISTERED BY (if other than Item 6)<br>USCIS Contracting Office<br>Department of Homeland Security<br>70 Kimball Avenue<br>South Burlington VT 05403 | CODE<br>CIS                    |
| 8. NAME AND ADDRESS OF CONTRACTOR (firm, street, city, State and ZIP Code)<br>ALOTIIO BUSINESS SERVICES LLC<br>3909 ARCTIC BLVD SUITE 400<br>ANCHORAGE AK 995035710 |                                 | 9A. AMENDMENT OF SOLICITATION NO.<br>9B. DATED (SEE ITEM 11)   |                                |
| CODE 7950219680000 FACILITY CODE  |                                 | X 10A. MODIFICATION OF CONTRACT/ORDER NO.<br>HSSCCG-08-D-00009<br>10B. DATED (SEE ITEM 11)<br>08/13/2008   |                                |

11. THIS FIELD ONLY APPLIES TO MODIFICATION OF SUBCONTRACTS

The above numbered solicitation is amended per FAR 48.101. The contractor is authorized by the contract to be extended,  is extended,  is not extended. The contractor acknowledges the amendment per FAR 48.101 and agrees to the amendment or its extension, for one of the following methods: (a) By completing items 9 and 10, (b) by completing items 9 and 10 and by completing items 11 and 12, or (c) by completing items 9 and 10 and by completing items 11 and 12. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE DELIVERY OF OFFERS RESULTS IN THE HOUR AND DATE SPECIFIED ONLY RESULTS IN REJECTION OF YOUR OFFER. If by check of the contractor's records or other records, such check can be made by telephone or letter, provided each telegram or letter makes reference to the solicitation and the amendment and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROVATION DATA (if needed)

13. THIS FIELD ONLY APPLIES TO MODIFICATION OF CONTRACTS. IT MODIFIES THE CONTRACT NUMBER AS DESCRIBED IN ITEM 14.

|            |  |
|------------|--|
| CHANGE ONE | A. THE CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. HSSCCG  |
|            | B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, expiration date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.100(b). |
|            | C. THE SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:  |
|            | D. OTHER (Specify type of modification and authority)  |

X By mutual agreement

E. SIGNATURE: Contractor  or not  required to sign this document in addition to the signature of the issuing office.

14. DESCRIPTION OF AMENDMENT/ MODIFICATION (Checked by UCF and/or Issuing Office, including self-administered contract modifications (see FAR 48.101))

DUNS Number: 795021968-0000

This modification: confirms Contracting Officer verbal order of 1/29/09 for Program Support Analyst positions in Laguna Niguel, CA and Dallas, TX; and, makes additional contract revisions as specified herein.

By this modification:

- maximum quantities authorized for certain CLINs are revised
- new CLINs (with rates and maximum quantities authorized) are added
- certain hourly rates are established/revised; Program Support Analyst rates are subject to Department of Labor approval.

Continued ...

Except as provided herein, all terms and conditions of the document referenced in Item 8A of 10A, as hereinafter changed, remain unchanged and in full force and effect.

|   |   |
|---|---|
| 15A. NAME AND TITLE OF SIGNING OFFICER<br>David C. Powell, Jr.<br>Program Manager | 16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)<br>Heidi M. Salter |
| 15B. CONTRACTING OFFICER<br><i>David C. Powell, Jr.</i>                           | 15C. DATE SIGNED<br>17 Feb 2009   |
| 15D. DATE SIGNED<br><i>Heidi M. Salter</i>  | 15E. DATE SIGNED<br>02/17/2009  |

NSN 754001-102-2070  
Previous edition obsolete

STANDARD FORM 30 (REV. 10-87)  
Prescribed by GSA  
FAR 48.101-2



NAME OF OFFEROR OR CONTRACTOR  
**ALTTIQ BUSINESS SERVICES LLC**

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)  | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
|                 | <p>Maximum quantities and charges authorized are summarized on page 6. Services will be ordered and funded via Delivery Order.</p> <p>All other terms and conditions remain unchanged.</p> <p>LIST OF CHANGES:<br/>           Total Amount for this Modification: \$393,930.79<br/>           New Total Amount for Base Year: \$12,572,680.39<br/>           New Total Amount for this Award: \$64,333,127.19</p> <p>CHANGES FOR LINE ITEM NUMBER: 0001D<br/>           Quantity changed from [redacted]<br/>           Total Amount changed from [redacted]</p> <p>CHANGES FOR LINE ITEM NUMBER: 0001H<br/>           Quantity changed from [redacted]<br/>           Total Amount changed from [redacted]</p> <p>CHANGES FOR LINE ITEM NUMBER: 0001J<br/>           Quantity changed from [redacted]<br/>           Total Amount changed from [redacted]</p> <p>CHANGES FOR LINE ITEM NUMBER: 0001K<br/>           Unit Price changed from [redacted]<br/>           Total Amount changed from [redacted]</p> <p>CHANGES FOR LINE ITEM NUMBER: 0001L<br/>           Unit Price changed from [redacted]<br/>           Total Amount changed from [redacted]</p> <p>CHANGES FOR LINE ITEM NUMBER: 0001M<br/>           Quantity changed from [redacted]<br/>           Total Amount changed from [redacted]</p> <p>CHANGES FOR LINE ITEM NUMBER: 0001O<br/>           Quantity changed from [redacted]<br/>           Total Amount changed from [redacted]</p> <p>CHANGES FOR LINE ITEM NUMBER: 0002B<br/>           Quantity changed from [redacted]<br/>           Total Amount changed [redacted]<br/>           Continued ...</p> |                 |             |                   |               |

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NAME OF OFFEROR OR CONTRACTOR ALUTIIQ BUSINESS SERVICES LLC

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Table with columns: ITEM NO (A), SUPPLIES/SERVICES (B), QUANTITY (C), UNIT (D), UNIT PRICE (E), AMOUNT (F). Contains multiple rows of change information for line items 0004A through 0007F, including quantity and unit price changes.

Delivery: 08/13/2009
Discount Terms: Net 30
Delivery Location Code: HQOSI
Continued ...

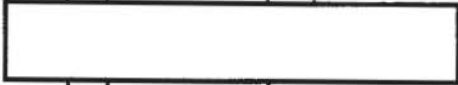
NAME OF OFFEROR OR CONTRACTOR  
**ALOTIQ BUSINESS SERVICES LLC**

| ITEM NO<br>(A) | SUPPLIER/SERVICES<br>(B)  | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|----------------|---|-----------------|-------------|-------------------|---------------|
|                | Department of Homeland Security<br>US Citizenship & Immigration Svcs<br>Office of Security & Investigations<br>111 MASS AVE, NW, Suite 7000<br>Washington DC 20529<br><br>FOB: Destination<br>Period of Performance: 08/14/2008 to 08/13/2013 |                 |             | (b)(4)            |               |
| 0002E          | ABS Program Support Analyst - DC (Base)<br>Obligated Amount: \$0.00   |                 |             |                   |               |
| 0002F          | ABS Program Support Analyst - DC (OT)<br>Obligated Amount: \$0.00   |                 |             |                   |               |
| 0003D          | ABS Administrative Specialist II - Houston (OT)<br>Obligated Amount: \$0.00   |                 |             |                   |               |
| 0003C          | ABS Administrative Specialist II - Houston (Base)<br>Obligated Amount: \$0.00   |                 |             |                   |               |
| 0007M          | ABS Program Support Analyst - Orlando (Base)<br>Obligated Amount: \$0.00  |                 |             |                   |               |
| 0007K          | ABS Program Support Analyst - Dallas (Base)<br>Obligated Amount: \$0.00   |                 |             |                   |               |
| 0007O          | ABS Program Support Analyst - Burlington (Base)<br>Obligated Amount: \$0.00   |                 |             |                   |               |
| 0007P          | ABS Program Support Analyst - Burlington (OT)<br>Obligated Amount: \$0.00   |                 |             |                   |               |
| 0007L          | ABS Program Support Analyst - Dallas (OT)<br>Obligated Amount: \$0.00   |                 |             |                   |               |
| 0007I          | ABS Program Support Analyst - Laguna Niguel (Base)<br>Obligated Amount: \$0.00  |                 |             |                   |               |
| 0007J          | ABS Program Support Analyst - Laguna Niguel (OT)<br>Continued ...   |                 |             |                   |               |



NAME OF OFFEROR OR CONTRACTOR  
ALUTIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)   | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|--|-----------------|-------------|-------------------|---------------|
|                 | Obligated Amount: \$0.00   |                 |             |                   |               |
| (b)(4) 0007N    | ABS Program Support Analyst - Orlando (OT)<br>Obligated Amount: \$0.00 |                 |             |                   |               |



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NSFCG-01-D-0009  
 Modification Page 0

Page 6 of 8

(b)(4)

- 0001 Chemical Security**  
 0001A ABS Senior Security Analyst - VT (Base)  
 0001B ABS Senior Security Analyst - VT (OT)  
 0001C ABS Senior Security Analyst - VT (Base)  
 0001D ABS Senior Security Analyst - VT (OT)  
 0001E ABS Senior Security Analyst - VT (Base)  
 0001F ABS Senior Security Analyst - VT (OT)  
 0001G ABS Senior Security Analyst - VT (Base)  
 0001H ABS Senior Security Analyst - VT (OT)  
 0001I ABS Senior Security Analyst - VT (Base)  
 0001J ABS Senior Security Analyst - VT (OT)  
 0001K ABS Senior Security Analyst - VT (Base)  
 0001L ABS Senior Security Analyst - VT (OT)  
 0001M ABS Senior Security Analyst - VT (Base)  
 0001N ABS Senior Security Analyst - VT (OT)  
 0001O ABS Senior Security Analyst - VT (Base)  
 0001P ABS Senior Security Analyst - VT (OT)  
 0001Q ABS Senior Security Analyst - VT (Base)  
 0001R ABS Senior Security Analyst - VT (OT)  
**Total Chemical Security**

- 0002 Administration Security**  
 0002A ABS Senior Security Analyst - DC (Base)  
 0002B ABS Senior Security Analyst - DC (OT)  
 0002C ABS Senior Security Analyst - DC (Base)  
 0002D ABS Senior Security Analyst - DC (OT)  
 0002E ABS Senior Security Analyst - DC (Base)  
 0002F ABS Senior Security Analyst - DC (OT)  
**Total Administration Security**

- 0003 Intelligence**  
 0003A ABS Administrative Specialist II - DC (Base)  
 0003B ABS Administrative Specialist II - DC (OT)  
 0003C ABS Administrative Specialist II - Hawaii (Base)  
 0003D ABS Administrative Specialist II - Hawaii (OT)  
**Total Intelligence**

- 0004 Internal Review**  
 0004A ABS Program Support Analyst - DC (Base)  
 0004B ABS Program Support Analyst - DC (OT)  
 0004C ABS Administrative Assistant IV - DC (Base)  
 0004D ABS Administrative Assistant IV - DC (OT)  
**Total Internal Review**

- 0005 Logistics Management**  
 0005A VETS Administrative Specialist II - DC (Base)  
 0005B VETS Administrative Specialist II - DC (OT)  
 0005C VETS Administrative Specialist IV - DC (Base)  
 0005D VETS Administrative Specialist IV - DC (OT)  
 0005E VETS Logistics Supply Desk - DC (Base)  
 0005F VETS Logistics Supply Desk - DC (OT)  
 0005G VETS Program Support Analyst - DC (Base)  
 0005H VETS Program Support Analyst - DC (OT)  
 0005I VETS Senior Security Analyst - DC (Base)  
 0005J VETS Senior Security Analyst - DC (OT)  
 0005K VETS Administrative Specialist II - DC (Base)  
 0005L VETS Administrative Specialist II - DC (OT)  
**Total Logistics Management**

- 0006 Data, Planning and Human Resources**  
 0006A ABS Senior Security Analyst - DC (Base)  
 0006B ABS Senior Security Analyst - DC (OT)  
**Total Data, Planning and Human Resources**

- 0007 Physical Security**  
 0007A ABS Senior Security Analyst - DC (Base)  
 0007B ABS Senior Security Analyst - DC (OT)  
 0007C ABS Senior Security Analyst - DC (Base)  
 0007D ABS Senior Security Analyst - DC (OT)  
 0007E ABS Senior Security Analyst - DC (Base)  
 0007F ABS Senior Security Analyst - DC (OT)  
 0007G ABS Senior Security Analyst - DC (Base)  
 0007H ABS Senior Security Analyst - DC (OT)  
 0007I ABS Senior Security Analyst - DC (Base)  
 0007J ABS Senior Security Analyst - DC (OT)  
 0007K ABS Senior Security Analyst - DC (Base)  
 0007L ABS Senior Security Analyst - DC (OT)  
 0007M ABS Senior Security Analyst - DC (Base)  
 0007N ABS Senior Security Analyst - DC (OT)  
 0007O ABS Senior Security Analyst - DC (Base)  
 0007P ABS Senior Security Analyst - DC (OT)  
 0007Q ABS Senior Security Analyst - DC (Base)  
 0007R ABS Senior Security Analyst - DC (OT)  
**Total Physical Security**

- 0008 Command Center Operations**  
**0009 Other Direct Costs**  
**0010 Program Management**  
**0011 Personnel Security Pk-0002 on Duty in Title**  
**GRAND TOTAL BASE YEAR**

|                |                |                |                |
|----------------|----------------|----------------|----------------|
| [REDACTED]     |                |                |                |
| \$6,888.00     | \$6,888.00     | \$6,888.00     | \$6,888.00     |
| \$1,198,676.00 | \$1,198,676.00 | \$1,198,676.00 | \$1,198,676.00 |

|  |  |  |  |  |  |
|--|--|--|--|--|--|
| AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT   |  | 1. CONTRACT ID CODE  |  | PAGE OF PAGES  |  |
| 2. AMENDMENT/MODIFICATION NO.<br>P00004  |  | 3. EFFECTIVE DATE<br>03/04/2009  |  | 4. PROJECT NO. (if applicable)   |  |
| 5. ISSUED BY<br>USCIS Contracting Office<br>Department of Homeland Security<br>70 Kimball Avenue<br>South Burlington VT 05403  |  | 6. CODE<br>CIS   |  | 7. ADMINISTERED BY (if other than Item 5)<br>USCIS Contracting Office<br>Department of Homeland Security<br>70 Kimball Avenue<br>South Burlington VT 05403 |  |
| 8. NAME AND ADDRESS OF CONTRACTOR (Incl. street, county, State and ZIP Code)<br>ALUTIQ BUSINESS SERVICES LLC<br>3909 ARCTIC BLVD SUITE 400<br>ANCHORAGE AK 995035710 |  | 9A. AMENDMENT OF SOLICITATION NO.<br><input checked="" type="checkbox"/> 98. DATED (SEE ITEM 11) |  | 9B. MODIFICATION OF CONTRACT/ORDER NO.<br>HSSCOG-08-D-00009<br>10B. DATED (SEE ITEM 11)<br>08/13/2008  |  |
| CODE 7950219680000 FACILITY CODE   |  |  |  |  |  |

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The change requested is awarded as set forth in Item 14. The award date specified for receipt of offer.  Not awarded.  Not awarded. Offer must adhere to the terms of this amendment prior to the award and be qualified in the solicitation as awarded, by one of the following methods: (a) by accepting Item 8 and 9, and including number of the amendment; (b) by submitting the number of the amendment as a part of the offer submitted; or (c) by accepting the award date specified in Item 14. THE AWARD DATE SPECIFIED IN THIS SECTION IS NOT TO BE REVERSED AT THE PLEASE ADVISE THE ISSUING OFFICE OF ANY CHANGES TO THE AWARD DATE SPECIFIED IN THIS SECTION. ANY CHANGES TO THE AWARD DATE SPECIFIED IN THIS SECTION SHALL BE SUBJECT TO THE AUTHORITY OF THE ISSUING OFFICE. BY VOUCHER OF THE CONTRACTING OFFICE. ANY CHANGES TO THE AWARD DATE SPECIFIED IN THIS SECTION SHALL BE SUBJECT TO THE AUTHORITY OF THE ISSUING OFFICE. ANY CHANGES TO THE AWARD DATE SPECIFIED IN THIS SECTION SHALL BE SUBJECT TO THE AUTHORITY OF THE ISSUING OFFICE.

12. ADDRESS AND APPROPRIATE DATA (if requested)

13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

|           |  |
|-----------|--|
| CHECK ONE | 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 ISSUED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF THE ISSUING OFFICE. |
|           | C. THE SUPPLEMENTAL AMENDMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:  |
|           | D. OTHER (Specify type of modification and authority)  |
| X         | By mutual agreement.   |

E. IMPORTANT:  Computer  Manual  To be printed in separate document and attach \_\_\_\_\_ 1 \_\_\_\_\_ copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/ORDER CHANGE (supported by WCP, as the basis, including solicitation/contract subject matter where feasible.)  
DUNS Number: 795021968+0000  
Maximum direct labor hours (and associated charges) authorized are revised as specified below.

LIST OF CHANGES:  
Total Amount for this Modification: \$104,614.00  
New Total Amount for this Version: \$955,201.00  
New Total Amount for this Award: \$64,437,741.19

CHANGES FOR LINE ITEM NUMBER: 1M  
Continued ...

Change to contract terms, conditions and quantities of the document referenced in Item 8A or 10A, as heretofore changed, remains unchanged and in full force and effect.

|   |  |   |  |
|---|--|---|--|
| 15A. NAME AND TITLE OF ISSUING OFFICE<br>David S. Powell, Jr. |  | 16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)<br>Heidi M. Salter |  |
| 15B. DATE SIGNED<br><i>David S. Powell, Jr.</i>               |  | 16B. DATE SIGNED<br><i>Heidi M. Salter</i>                                    |  |
| 15C. DATE SIGNED<br>4/2/09                                    |  | 16C. DATE SIGNED<br>03/05/09  |  |



CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
HSSCCG-08-D-00009/P00004

PAGE OF  
2 3

NAME OF OFFEROR OR CONTRACTOR  
ALUTIIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)  | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
| (b)(4)          | Quantity changed from [redacted]<br>Total Amount changed<br>from [redacted]   |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 10<br>Quantity changed from [redacted]<br>Total Amount changed<br>from [redacted]   |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 5K<br>Quantity changed from [redacted]<br>Total Amount changed<br>from [redacted]   |                 |             |                   |               |
|                 | Delivery: 08/13/2009<br>Discount Terms:<br>Net 30<br>Delivery Location Code: HQOSI<br>Department of Homeland Security<br>US Citizenship & Immigration Svcs<br>Office of Security & Investigations<br>111 MASS AVE, NW, Suite 7000<br>Washington DC 20529<br><br>FOB: Destination<br>Period of Performance: 08/14/2008 to 08/13/2013 |                 |             |                   |               |

| HSSCCG-05.0-0000   |  | Page 3 of 3   |               |
|--|--|---------------|---------------|
| No-Budget P0000  |  |               |               |
| <b>0001 Personnel Security</b>                           |  |               |               |
| 0001A  | ABS Senior Personnel Security Specialist - VT (Base)       |               |               |
| 0001B  | ABS Senior Personnel Security Specialist - VT (OT)         |               |               |
| 0001C  | Inquiries Senior Personnel Security Specialist - DC (Base) |               |               |
| 0001D  | Inquiries Senior Personnel Security Specialist - DC (OT)   |               |               |
| 0001E  | Inquiries Personnel Security Specialist - VT (Base)        |               |               |
| 0001F  | Inquiries Personnel Security Specialist - VT (OT)          |               |               |
| 0001G  | Inquiries Personnel Security Specialist - DC (Base)        |               |               |
| 0001H  | Inquiries Personnel Security Specialist - DC (OT)          |               |               |
| 0001I  | Inquiries Security Analyst - VT (Base)                     |               |               |
| 0001J  | Inquiries Security Analyst - VT (OT)                       |               |               |
| 0001K  | Inquiries Program Support Analyst - VT (Base)              |               |               |
| 0001L  | Inquiries Program Support Analyst - VT (OT)                |               |               |
| 0001M  | Inquiries Administrative Specialist I - VT (Base)          |               |               |
| 0001N  | Inquiries Administrative Specialist I - VT (OT)            |               |               |
| 0001O  | Inquiries Administrative Specialist I - VT (Base)          |               |               |
| 0001P  | Inquiries Administrative Specialist I - VT (OT)            |               |               |
| 0001Q  | Inquiries Administrative Specialist II - VT (Base)         |               |               |
| 0001R  | Inquiries Administrative Specialist II - VT (OT)           |               |               |
| <b>Total: Personnel Security</b>                         |  |               |               |
| <b>0002 Administrative Security</b>                      |  |               |               |
| 0002A  | ABS Senior Security Analyst - DC (Base)                    |               |               |
| 0002B  | ABS Senior Security Analyst - DC (OT)                      |               |               |
| 0002C  | ABS Information Assurance - DC (Base)                      |               |               |
| 0002D  | ABS Information Assurance - DC (OT)                        |               |               |
| 0002E  | ABS Program Support Analyst - (DC) Base                    |               |               |
| 0002F  | ABS Program Support Analyst - (DC) OT                      |               |               |
| <b>Total: Administrative Security</b>                    |  |               |               |
| <b>0003 Investigations</b>                               |  |               |               |
| 0003A  | ABS Administrative Specialist II - DC (Base)               |               |               |
| 0003B  | ABS Administrative Specialist II - DC (OT)                 |               |               |
| 0003C  | ABS Administrative Specialist II - Houston (Base)          |               |               |
| 0003D  | ABS Administrative Specialist II - Houston (OT)            |               |               |
| <b>Total: Investigations</b>                             |  |               |               |
| <b>0004 Internal Review</b>                              |  |               |               |
| 0004A  | ABS Program Support Analyst - DC (Base)                    |               |               |
| 0004B  | ABS Program Support Analyst - DC (OT)                      |               |               |
| 0004C  | ABS Administrative Assistant IV - DC (Base)                |               |               |
| 0004D  | ABS Administrative Assistant IV - DC (OT)                  |               |               |
| <b>Total: Internal Review</b>                            |  |               |               |
| <b>0005 Resource Management</b>                          |  |               |               |
| 0005A  | VETS Administrative Specialist II - DC (Base)              |               |               |
| 0005B  | VETS Administrative Specialist II - DC (OT)                |               |               |
| 0005C  | VETS Administrative Specialist IV - DC (Base)              |               |               |
| 0005D  | VETS Administrative Specialist IV - DC (OT)                |               |               |
| 0005E  | VETS Logistics Supply Clerk - DC (Base)                    |               |               |
| 0005F  | VETS Logistics Supply Clerk - DC (OT)                      |               |               |
| 0005G  | VETS Program Support Analyst - DC (Base)                   |               |               |
| 0005H  | VETS Program Support Analyst - DC (OT)                     |               |               |
| 0005I  | VETS Senior Financial Analyst - DC (Base)                  |               |               |
| 0005J  | VETS Senior Financial Analyst - DC (OT)                    |               |               |
| 0005K  | VETS Administrative Specialist II - DC (Base)              |               |               |
| 0005L  | VETS Administrative Specialist II - DC (OT)                |               |               |
| <b>Total: Resource Management</b>                        |  |               |               |
| <b>0006 Policy, Planning and Human Resources</b>         |  |               |               |
| 0006A  | ABS Senior Security Analyst - DC (Base)                    |               |               |
| 0006B  | ABS Senior Security Analyst - DC (OT)                      |               |               |
| <b>Total: Policy, Planning and Human Resources</b>       |  |               |               |
| <b>0007 Physical Security</b>                            |  |               |               |
| 0007A  | ABS Senior Security Analyst - DC (Base)                    |               |               |
| 0007B  | ABS Senior Security Analyst - DC (OT)                      |               |               |
| 0007C  | ABS Security Analyst - DC (Base)                           |               |               |
| 0007D  | ABS Security Analyst - DC (OT)                             |               |               |
| 0007E  | ABS Program Support Analyst - DC (Base)                    |               |               |
| 0007F  | ABS Program Support Analyst - DC (OT)                      |               |               |
| 0007G  | ABS Administrative Specialist I - DC (Base)                |               |               |
| 0007H  | ABS Administrative Specialist I - DC (OT)                  |               |               |
| 0007I  | ABS Program Support Analyst - Laguna Hills                 |               |               |
| 0007J  | ABS Program Support Analyst - Laguna Hills (OT)            |               |               |
| 0007K  | ABS Program Support Analyst - Dallas                       |               |               |
| 0007L  | ABS Program Support Analyst - Dallas (OT)                  |               |               |
| 0007M  | ABS Program Support Analyst - Orlando                      |               |               |
| 0007N  | ABS Program Support Analyst - Orlando (OT)                 |               |               |
| 0007O  | ABS Program Support Analyst - Burlington                   |               |               |
| 0007P  | ABS Program Support Analyst - Burlington (OT)              |               |               |
| 0007Q  | ABS Administrative Assistant I - Orlando                   |               |               |
| 0007R  | ABS Administrative Assistant I - Orlando (OT)              |               |               |
| <b>Total: Physical Security</b>                          |  |               |               |
| <b>0008 Command Center Operations</b>                    |  |               |               |
| <b>0009 Other Direct Costs</b>                           |  |               |               |
|  |  | 60,000.00     | 60,000.00     |
| <b>0010 Program Management</b>                           |  |               |               |
| <b>0011 Personnel Security Pre-Entry on Duty In-Take</b> |  |               |               |
| <b>GRAND TOTAL: BASE YEAR</b>                            |  | 12,493,422.50 | 12,517,254.39 |

(b)(4)

|   |                                 |  |                                |
|---|---------------------------------|--|--------------------------------|
| AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT  |                                 | 1. CONTRACT ID CODE  | PAGE OF PAGES<br>1   4         |
| 2. AMENDMENT/MODIFICATION NO.<br>P00005   | 3. EFFECTIVE DATE<br>04/21/2009 | 4. REQUISITION/PURCHASE REQ. NO.   | 5. PROJECT NO. (if applicable) |
| 6. ISSUED BY<br>USCIS Contracting Office<br>Department of Homeland Security<br>70 Kimball Avenue<br>South Burlington VT 05403 | CODE<br>CIS                     | 7. ADMINISTERED BY (if other than item 6)<br>USCIS Contracting Office<br>Department of Homeland Security<br>70 Kimball Avenue<br>South Burlington VT 05403 | CODE<br>CIS                    |

|   |  |
|---|--|
| 8. NAME AND ADDRESS OF CONTRACTOR (Firm, Street, County, State and ZIP Code)<br>ALUTIIQ BUSINESS SERVICES LLC<br>3909 ARCTIC BLVD SUITE 400<br>ANCHORAGE AK 995035710 | (X) 9A. AMENDMENT OF SOLICITATION NO.<br><br>9B. DATED (SEE ITEM 11)                                     |
| CODE 7950219680000  | FACILITY CODE  |
|   | X 10A. MODIFICATION OF CONTRACT ORDER NO.<br>HSSCCG-08-D-00009<br>10B. DATED (SEE ITEM 13)<br>08/13/2008 |

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers  is extended,  is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 8 and 10, 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 ACKNOWLEDGEMENT 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 ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED BY ITEM 14.

|           |   |
|-----------|---|
| CHECK ONE | 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(d). |
|           | C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:  |
| X         | D. OTHER (Specify type of modification and authority)<br>By mutual agreement  |

E. IMPORTANT: Contractor  is not,  is required to sign this document and return \_\_\_\_\_ 1 \_\_\_\_\_ copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

DUNS Number: 795021968+0000

New CLINS, with maximum direct labor hours (and charges) authorized, are established as specified below.

LIST OF CHANGES:

Total Amount for this Modification: \$273,176.90

New Total Amount for this Version: \$273,176.90

New Total Amount for this Award: \$64,710,918.09

Delivery: 08/13/2009

Discount Terms:

Net 30

Continued ...

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)<br><b>Owen C. Powell, Jr.</b><br>Program Manager    | 15A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)<br>Heidi M. Salter |
| 15B. CONTRACTOR/OFFEROR<br><i>Owen C. Powell, Jr.</i><br>(Signature of person authorized to sign) | 15C. DATE SIGNED<br>22 April 09   |
| 15D. OFFICER'S SIGNATURE<br><i>Heidi M. Salter</i><br>(Signature of Contracting Officer)          | 15C. DATE SIGNED<br>04/24/09  |

NSN 7540-01-152-8070  
Previous edition unusable

STANDARD FORM 30 (REV. 10-83)  
Prescribed by GSA  
FAR (48 CFR) 53.243



**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
HSSCCG-08-D-00009/P00005

PAGE OF  
2 4

NAME OF OFFEROR OR CONTRACTOR  
ALUTIIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)   | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|--|-----------------|-------------|-------------------|---------------|
|                 | Delivery Location Code: HQOSI<br>Department of Homeland Security<br>US Citizenship & Immigration Svcs<br>Office of Security & Investigations<br>111 MASS AVE, NW, Suite 7000<br>Washington DC 20529<br><br>FOB: Destination<br>Period of Performance: 08/14/2008 to 08/13/2013 |                 |             | (b)(4)            |               |
| 0002H           | ABS Security Analyst - DC (OT)<br>Obligated Amount: \$0.00   |                 |             |                   |               |
| 0002G           | ABS Security Analyst - DC (Base)<br>Obligated Amount: \$0.00   |                 |             |                   |               |
| 0003H           | ABS Administrative Specialist II - Orlando (OT)<br>Obligated Amount: \$0.00  |                 |             |                   |               |
| 0003G           | ABS Administrative Specialist II - Orlando (Base)<br>Obligated Amount: \$0.00  |                 |             |                   |               |
| 0003F           | ABS Administrative Specialist II - Los Angeles<br>(OT)<br>Obligated Amount: \$0.00   |                 |             |                   |               |
| 0003E           | ABS Administrative Specialist II - Los Angeles<br>(Base)<br>Obligated Amount: \$0.00   |                 |             |                   |               |
| 0007Y           | ABS Security Analyst - VT (Base)<br>Obligated Amount: \$0.00   |                 |             |                   |               |
| 0007Z           | ABS Security Analyst - VT (OT)<br>Obligated Amount: \$0.00   |                 |             |                   |               |
| 0007AA          | ABS Administrative Specialist IV - DC (Base)<br>Obligated Amount: \$0.00   |                 |             |                   |               |
| 0007AB          | ABS Administrative Specialist IV - DC (OT)<br>Obligated Amount: \$0.00<br>Continued ...  |                 |             |                   |               |

**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
HSSCCG-08-D-00009/P00005

PAGE OF  
3 4

NAME OF OFFEROR OR CONTRACTOR  
ALUTIIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)  | (b)(4) | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|---|--------|-----------------|-------------|-------------------|---------------|
| 0007X           | ABS Security Analyst - Orlando (OT)<br>Obligated Amount: \$0.00               |        |                 |             |                   |               |
| 0007S           | ABS Security Analyst - Laguna Niguel (Base)<br>Obligated Amount: \$0.00       |        |                 |             |                   |               |
| 0007V           | ABS Security Analyst - Dallas (OT)<br>Obligated Amount: \$0.00                |        |                 |             |                   |               |
| 0007U           | ABS Security Analyst - Dallas (base)<br>Obligated Amount: \$0.00              |        |                 |             |                   |               |
| 0007AC          | ABS Administrative Specialist II - Buffalo (Base)<br>Obligated Amount: \$0.00 |        |                 |             |                   |               |
| 0007T           | ABS Security Analyst - Laguna Niguel (OT)<br>Obligated Amount: \$0.00         |        |                 |             |                   |               |
| 0007W           | ABS Security Analyst - Orlando (Base)<br>Obligated Amount: \$0.00             |        |                 |             |                   |               |

(b)(4)



AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT

1. CONTRACT ID CODE: \_\_\_\_\_ PAGE OF PAGES: 1 / 20  
 2. AMENDMENT/MODIFICATION NO.: P00005  
 3. EFFECTIVE DATE: 06/02/2009  
 4. REGISTRATION/REGISTRATION NO.: \_\_\_\_\_  
 5. PRODUCT NO. (if applicable): \_\_\_\_\_  
 6. ORDER BY CODE: CIS  
 7. ADMINISTERED BY (if other than 6044) CODE: CIS

USCIS Contracting Office  
 Department of Homeland Security  
 70 Kimball Avenue  
 South Burlington VT 05403

8. NAME AND ADDRESS OF CONTRACTOR (incl. street, city, state, ZIP and ZIP+4):  
 ALTIQ BUSINESS SERVICES LLC  
 3909 ARCTIC BLVD SUITE 400  
 ANCHORAGE AK 995035710

9. AMENDMENT/MODIFICATION NO.: \_\_\_\_\_  
 10. DATED (SEE ITEM 11): \_\_\_\_\_  
 11. MODIFICATION OF CONTRACT ORDER NO.: 08SCCG-08-D-08009  
 12. DATED (SEE ITEM 13): 08/13/2008  
 CODE: 7950219680000 FACILITY CODE: \_\_\_\_\_

13. ACCOUNTING AND APPROPRIATION DATA (if required)  
 14. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACT ORDERS. IT SHOULD BE COMPLETED WITHIN 14 DAYS OF THE DATE OF THE MODIFICATION.  
 The above numbered modification is essential to the performance of the contract.  It is not essential.  
 Other: \_\_\_\_\_

15. CHECK ONE:  
 A. THE CHANGE ORDER IS NECESSARY TO CORRECT THE CHANGES SET FORTH IN ITEM 14 MADE UNDER THE CONTRACT ORDER NO. \_\_\_\_\_  
 B. THE ABOVE NUMBERED CONTRACT ORDER IS MODIFIED TO REFLECT THE CHANGES (such as change in pricing, other appropriation data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 48.101-6.  
 C. THIS SUPPLEMENTAL AGREEMENT IS IN FULL COMPLIANCE WITH THE AUTHORITY OF FAR 48.101-6.  
 D. OTHER (Specify type of modification and authority): \_\_\_\_\_  
 By mutual agreement.

16. IMPORTANT:  contract  not  to be modified after the contract award date.  subject to the binding offer.

17. DESCRIPTION OF AMENDMENT/MODIFICATION (Completed by MCF under 48 CFR, including all modifications subject matter where feasible):  
 DUNS Number: 795021968+0000  
 Contract Statement of Work is revised per attachment.  
 Period of Performance: 08/14/2008 to 08/13/2013

18. CONTRACT OFFICER: Owen C. Powell, Jr. (Signature)  
 19. NAME AND TITLE OF CONTRACTING OFFICER: Heidi M. Salter  
 20. DATE: 3 June 09  
 21. DATE OF REVIEW: 06/03/09

SECTION C. DESCRIPTION/SPECS/WORK STATEMENT

**Statement of Work**  
**U.S. Citizenship and Immigration Services**  
**Office of Security and Integrity (OSI)**  
**Security Support Services**

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1. **Title of Project**

U.S. Citizenship and Immigration Services (USCIS), Office of Security and Integrity (OSI) Security Support Services.

2. **Period of Performance**

The contract will commence upon the date specified in the Contracting Officer's written Notice to Proceed and continue for a base period of 12 months with four option periods.

3. **Contracting Officer's Technical Representative (COTR)**

USCIS, OSI COTR  
111 Massachusetts Ave. 7<sup>th</sup> Floor  
Phone: 202 272-9141

4. **Program Manager**

USCIS Chief  
Office of Security and Integrity  
111 Massachusetts Ave. 7<sup>th</sup> Floor  
Phone: 202 272-1225

5. **Project Background**

The Office of Security and Investigations was created within USCIS in FY04. In March 2007, OSI was re-organized to form the Office of Security and Integrity (OSI) with the objective of enhancing existing functions that focus on management and individual integrity, and securing employees and facilities. The end goal of OSI programs is to provide enterprise security, delivering professional, proactive, modern, and cost effective security solutions to internal and external customers by identifying and responding to known and developing vulnerabilities with scalable and efficiently managed security programs.

OSI functional areas include Physical Security, Personnel and Industrial Security, Administrative Security, Investigations, Internal Review, Resource Management and Policy, Planning, and Human Resources and Command Center Operations. USCIS Headquarters is responsible for development, oversight and implementation of agency policy; threat monitoring, analysis and reporting; administration support and operational continuity.

OSI maintains a collaborative relationship with the DHS Office of Security, and with other federal, state and local security organizations. Given the critical nature of its mission, OSI is sensitive to the need to ensure that: (1) its activities are undertaken within and upon firm legal authority, (2) there is clear mutual understanding and acceptance of such authority, and (3) when necessary appropriate authority is obtained to support operations.

6. **Scope**

The purpose of this requirement is to acquire professional security support services in the following divisions within OSI: Physical Security, Personnel and Industrial Security, Administrative Security, Investigations, Internal Review, Resource Management, Policy, Planning, and Human Resources, Command Center Operations and Program Management. OSI has a requirement to conduct comprehensive security planning and program development. OSI is planning to expand its presence in all functional areas, including adding additional field locations to enhance office level support and agency-wide communication.

Successful execution of OSI's objectives requires the contractor to operate and maintain a full range of



professional security services and capabilities. A professional security program has many aspects. The contractor shall need to be alert to threats that include, but are not limited to, terrorist attacks, assassination attempts, theft of classified materials, unlawful destruction of public property, and violations of other federal, state, and local criminal statutes. In addition to more measured activity to build a strong security program, an inherent feature of security operations and support is the ability to both promptly and ably respond to immediate needs and situations. The contractor shall assist OSI with and contribute to support responses to emergent needs as identified by OSI.

7. Services Required

A. Personnel and Industrial Security

A.1. The contractor shall provide the full range of professional and timely personnel and industrial security support services.

A.2. The contractor shall provide personnel security support services to assist the Government with administering pre-entry on duty (EOD) security screening procedures for USCIS employees and contractor personnel, and assist with making recommendations regarding suitability, security and access determinations based upon executive orders, codes of federal regulations, DHS Management Directives and USCIS guidelines.

A.3. The contractor shall assist with reviews of all USCIS classified and unclassified statements of work (SOW) and prepare appropriate security requirement language specific to each SOW. The contractor shall coordinate with DHS for approval of all classified SOW's.

A.4. The contractor shall assist USCIS in initiating, evaluating and verifying data, referring any questions back to investigations, and recommending suitability determinations on all background investigations for USCIS review, with the exception of the employees on the contractor's contract in accordance with standards and requirements from the Office of Personnel Management and Executive Orders 10450, 12958, and 12968. This includes drafting investigative summary reports to include positive, as well as derogatory information, incomplete applications, and recommendations for USCIS and contract employees.

A.5. The contractor shall review and evaluate reports of investigation and related documentation, verify questions back to investigations, and assist with making recommendations regarding the granting of security clearances for USCIS and contract employees.

A.6. The contractor shall provide customer service support, receive inquiries (verbal and written) and provide responses to USCIS and DHS policies.

A.7. The contractor shall assist in preparing program assessments as related to eQIP (Electronic Personnel Security Questionnaire), advanced Entrance on Duty (EOD) determinations, timely suitability and security adjudication, workload distribution, and automated reports that are produced during EOD and suitability determinations to ensure that industry best practices, headquarters policies, DHS directives and Office of Management and Budget (OMB) regulations are being met.

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A.8. Contractor personnel must possess up to a top secret clearance in order to review classified information contained within background investigations, to review classified statements of work and to attend classified briefings and training.

A.9. The contractor shall assist in the preparation of training materials, coordination of training sites, and training execution and knowledge assessment to ensure that all trainees meet the minimum qualifications as required by the individual task orders. Areas that require training include the advanced Security EOD process and the Adjudication process.

A.10. The contractor shall assist the Government in recommending policy, procedures, and outreach training in the area of Personnel and Industrial Security.

A.11. **Personnel Security Pre-Entry On Duty In-Take:** The contractor shall provide Personnel security support services to assist the Government with administering pre-entry on duty security screening procedures for USCIS employees and contractor personnel to include but not limited to eQIP security forms review, case set-up, fingerprint checks, credit checks, employment verification, citizenship verification, and issue resolution. Additionally the contractor is responsible for the upgrade investigation initiation related to internal selections, TECS, NSI as well as DHS required reinvestigations.

*FBI Fingerprints* – Fingerprint results from the Federal Bureau of Investigation (FBI). Fingerprint cards (Federal – SF87, Contractor - FD-258) are scanned and forwarded directly to the FBI in order to obtain any criminal record on file.  
*Credit Report* – Complete an analysis of applicant credit reports to ensure DHS standards are met.  
*Citizenship Verification* – Verification of U.S. citizenship and status of any immediate family members or adults living with applicant.  
*Employment Check* – Conduct adequate and acceptable employment coverage for the past 5 years.  
*Receipt and review of Security Forms (SF-86, SF-85P, etc.)* – Verify that security forms are complete, correct, and free of any issues. Minor issues must be resolved via telephone or written inquiries. Initiate the background investigation with OPM.

**A.12** Contractor personnel must be cleared at a level equal to the level of investigation to which they review. Personnel reviewing SSBI (Single Scope Background Investigation) information must be subject of a favorable adjudicated SSBI which is the level of investigation that supports a Top Secret clearance.

**B. Administrative Security**

**B.1.** The contractor shall assist DHS/USCIS personnel when conducting National Security Information (NSI) safeguarding and management compliance reviews and recommend corrective action.

**B.2.** The contractor shall assist USCIS with support to international operations by training and, when appropriate, accompanying personnel assigned to overseas duty.

**B.3.** The contractor shall assist USCIS in the development and issuance of classification guides.

**B.4.** The contractor shall recommend and implement training, to include the development of computer-based training (CBT) for incorporation into USCIS Advantage; for USCIS personnel related to safeguarding National Security Information (NSI), Sensitive But Unclassified (SBU)/Controlled Unclassified Information (CUI).

**B.5.** The contractor shall assist USCIS in providing situational awareness on counterintelligence issues affecting USCIS operations and support for the DHS Counterintelligence Program.

**B.6.** The contractor shall provide program management oversight assistance and administrative support for the USCIS Information Security, Communications Security, Special Security, and Special Access Programs.

**B.7.** The contractor shall establish a method for conducting security briefings for USCIS leadership, assist in the management of training and clearance databases/schedules, and provide reports to the USCIS Chief Security Officer as required.

**B.8.** The contractor shall assist USCIS in maintaining a current inventory of USCIS COMSEC equipment, and assist in the development of a COMSEC replacement strategy.

**B.9.** The contractor shall assist the Government in recommending policy, procedures, and outreach training in the area of Administrative Security.

**B.10.** Positions require security clearances at the Top Secret level and some positions will require SCI access, with the exception of certain administrative support positions.

**B.11.** The contractor shall conduct analyses and develop concepts in support of Administrative Security Program requirements, to include conducting studies, preparing statements, evaluating program development, collecting data/documentation and providing regulatory compliance support.

**B.12.** The contractor shall conduct analyses and translate mission and high-level organizational performance requirements into broad strategic/tactical goals, objectives, and approaches in support of the Administrative Security Program.

**B.13.** The contractor shall support time and attendance reporting, travel, budgetary, procurement related activities and other routine administrative duties in support of the Administrative Security Program staff.

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- B.14. The contractor shall develop, facilitate and/or edit executive level correspondence and other general office/program documents and materials for the Administrative Security Program.
- B.15. The contractor shall manage various databases and physical/electronic filing systems in support of the Administrative Security Program.
- B.16. The contractor shall receive inquiries, verbal and written, and assist in providing responses in accordance with USCIS and DHS policy.
- B.17. The contractor shall serve as a liaison with senior government management, attend meetings and capture and distribute notes and other related documents and materials as required in support of the Administrative Security Program.
- B.18. The contractor shall assist ASD personnel in establishing operating instructions for conducting inquiries into Security Incident Reports (SIR) related to NSI and SBU/CUI.
- B.19. The contractor shall assist ASD personnel in developing a training program for Field Security Managers for submitting SIRs and conducting inquiries.
- B.20. The contractor shall assist ASD personnel in preparing SIRs, forwarding results of SIRs to USCIS District/Field Directors, and assist ASD personnel in managing SIR data base.
- B.21. The contractor shall provide quarterly SIR reports to the USCIS Chief Security Officer.

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**C. Investigations**

- C.1. The contractor shall provide investigative, research and administrative support to the USCIS Internal Investigations Program to include general clerical support, handling of incoming and outgoing mail, travel arrangements, data collection, data reporting, and document and case management processing and scanning.
- C.2. The contractor shall assist with the recommendation of policy, procedures, outreach training and administrative support to the Internal Investigations and the Management Inquiry Program.
- C.3. The contractor shall coordinate with DHS office of the Inspector General and other Federal and non-Federal investigative organizations as reciprocal resources for data and background information.
- C.4. The contractor shall provide assistance in investigating allegations of employee misconduct related to fraud, waste and abuse.
- C.5. The contractor shall assist in the investigation of internal USCIS security violations, prepare reports and conduct briefings of findings.
- C.6. Certain administrative positions, to include those with duties requiring the handling of incoming and outgoing mail shall possess clearances at the Secret level.

**D. Internal Review**

- D.1. The contractor shall plan and conduct comprehensive management inspections of USCIS offices on a cyclical basis. The objective is to inspect 14 offices per year. The contractor shall also report findings from the inspections to include recommendations for corrective actions. Finally, the contractor shall validate self-inspection results on site.
- D.2. The contractor shall conduct reviews of issues raised by USCIS management or identified through internal analysis. In addition, the contractor shall report on results of all reviews conducted to include recommendations for corrective actions, where necessary.
- D.3. The contractor shall facilitate entrance, exit and other meetings, including field office visits, with the Government Accounting Office (GAO) and the DHS Office of Inspector General (OIG) with regard to program reviews, inspections and non financial audits. The contractor shall address GAO and OIG objectives, methodology and scope with review teams and USCIS management to ensure understanding. The contractor shall coordinate and review USCIS responses to OIG and GAO data requests, draft and final reports. Finally, the contractor shall serve as the repository of information provided to GAO and OIG teams to include all draft and final reports which will be kept on site.
- D.4. The contractor shall follow-up on all recommendations made by GAO, OIG and internally to assess whether corrective actions taken address problems found and forward reports to USCIS management on the status of corrective actions related to all internal review



recommendations. The contractor shall maintain files on all review recommendations, internal and external, to include status of corrective actions.

D.5. The contractor shall provide training for Headquarters and field staff participating in Internal Self-Inspection Tracking and Evaluation (INSITE) and field reviews. The contractor shall manage the annual self-inspection process to include preparing summary reports. The contractor shall develop and maintain, in partnership with management, guides used for INSITE and field reviews. Finally, the contractor shall obtain and analyze data and information for the purpose of identifying potential risk areas and issues with USCIS.

D.6. The contractor shall assist the Government in recommending policy, procedures, and outreach training in the area of Internal Review.

D.7. The contractor shall provide administrative support to include general clerical support, handling of incoming and outgoing mail, travel arrangements, data collection, data reporting, and document and case management processing and scanning.

D.8. Certain administrative positions, to include those with duties requiring the handling of incoming and outgoing mail shall possess clearances at the Secret level.

**E. Resource Management**

E.1. The contractor shall provide resource management support to OSI to include procurement research, recommendations, document preparation, and update inventory and maintenance databases. The contractor shall assist in preparing service schedules for all inventory, and process and prepare reports for all recurring program assessments.

E.2. The contractor shall provide administrative support to OSI to include general clerical support, handling of incoming and outgoing mail, travel arrangements, data collection, data reporting, and document and case management processing and scanning.

E.3. The contractor shall assist with the development of acquisition documentation to include Performance Work Statements (PWS), Statements of Work (SOW), Statements of Objective (SOO), market research reports, or any other normally required contract documentation of this type not related to this contract.

E.4. The contractor shall assist in the management of program budgets, prepare reports and process funding documents for program management approval.

E.5. The contractor shall monitor compliance and obligation disbursements.

E.6. The contractor shall assist in processing in/out transactions, issuing referrals, setting control degrees, inquiries, status, local purchase, repairable item process, manager review action, stock level management, unserviceable assets management, backup recovery files, personal and sensitive property management, performance standard, overdue shipment process, cataloging process, user maintenance, update financial data, network router, and demand process.

E.7. The contractor shall assist the Government in recommending policy, procedures, and outreach training in the area of Resource Management.

E.8. The contractor shall conduct analyses and develop concepts in support of Resource Management Division requirements, to include conducting studies, preparing statements, and collecting data/documentation.

E.9. The contractor shall conduct analyses and translate mission and high-level organizational performance requirements into broad strategic/tactical goals, objectives, and approaches in support of the Resource Management Division.

E.10. The contractor shall develop, facilitate and/or edit executive level correspondence in support of the Resource Management Division.

E.11. The contractor shall manage various databases and physical/electronic filing systems in support of the Resource Management Division.

E.12. The contractor shall serve as a liaison with senior government management, attend meetings and capture and distribute notes and other related documents and materials as required in support of the Administrative Security Program.

E.13. The contractor shall manipulate project management databases to support OSI project management duties.

E.14. Certain administrative positions, to include those with duties requiring the handling of

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COOP Communications Plan (CCP) (Classified Document) in support of Title Globe activities.

4) The contractor shall serve as the alternate agency POC for the Government Emergency Telecommunications System (GETS) and Wireless Priority Service (WPS) program charged with updating user information and working with USCIS OIT to verify the list of USCIS WPS users being funded coincides with the list of all current active USCIS WPS Users.

5) The contractor shall directly support all planning and operational efforts associated with required inter-departmental exercises (TOPOFF 4/Pinnacle 07/Eagle Horizon 08). Additional responsibilities will include the conduct of numerous tests of internal communication mediums between Site BRAVO, ALPHA, the Command Center and select field locations.

6) The contractor shall require TS level clearance to assist in the management of Site BRAVO crypto (KIV-7, STE, HSDN) to ensure the proper Keying Material needed for the COOP Site Bravo VTC equipment is operational.

7) The contractor shall assist the government in preparing and conducting COOP/EP training, education, exercises, and drills.

8) The contractor shall assist the government in developing and maintaining electronic records accurately reflecting all aspects of USCIS COOP/EP activity status.

This position will be relocated from the Harrisonburg, VA area to the Kansas City, MO area (most likely the National Records Center (NRC)) on or about June 1, 2008.

This position requires a Top Secret clearance.

G.10. The contractor shall provide mission support services to the OSI Field Security Program as described below:

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1) The contractor shall conduct analyses and develop concepts in support of the security program requirements as directed by the Regional Security Manager. This may include conducting studies, preparing statements, evaluating program development, collecting data/documentation and providing regulatory compliance support.

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2) The contractor shall conduct analyses and translate mission and high-level organizational performance requirements into broad strategic/tactical goals, objectives, and approaches in support of the Regional Security Manager.

3) The contractor shall support time and attendance reporting, travel, budgetary, procurement related activities and other routine administrative duties under the guidance and direction of the Regional Security Manager in support of the OSI Field Security Program staff within their assigned area of responsibility.

4) The contractor shall develop, facilitate and/or edit executive level correspondence and other general office/program documents and materials for the designated Regional Security Manager.

5) The contractor shall manage various databases and physical/electronic filing systems in support of the security program.

6) The contractor shall receive inquiries, verbal and written, and provide responses in accordance with USCIS and DHS policy.

7) The contractor shall coordinate and provide logistical support for the Regional Security Manager.

8) The contractor shall serve as a liaison with senior government management, attend meetings and capture and distribute notes and other related documents and materials as required in support of the Regional Security Manager.

9) The contractor shall coordinate with local and regional field security staff, physical security staff, and HSPD-12 program staff to facilitate agency wide deployment of HSPD-12 infrastructure.

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10) The contractor shall coordinate with local and regional field security staff, physical security staff, and HSDN program staff to facilitate agency wide deployment of HSDN.

11) The contractor shall conduct physical security site surveys in support of HSPD-12, HSDN, and other field or physical security program initiatives.

12) The contractor shall function as a regional HSPD-12 and/or HSDN physical security subject matter expert.

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13) The contractor shall provide expert physical security technical assistance and guidance to support various OSI field and physical security program areas with an emphasis in access control, IDS, CCTV and enterprise wide systems security solutions.

14) The contractor shall recommend physical security countermeasures or solutions to technical and programmatic challenges.

15) The contractor shall provide subject matter expertise to assist in the development, implementation and review of HSPD-12 policy and standards.

16) The contractor shall prepare technical reports, briefs, and papers that support field and physical security program initiatives.

17) The contractor shall travel as needed to conduct on site evaluations, surveys, assessments or deployment of hardware and countermeasures in support of field or physical security tasks.

18) The contractor shall Maintain databases, records, or other files as needed.

G.11. The contractor shall provide administrative support to include general clerical support, handling of incoming and outgoing mail, travel arrangements, data collection, data reporting, and document and case management processing and scanning.

G.12. The contractor shall assist the Physical Security Division Policy Section Chief with the coordination of the logistics of credentialing and sensitive property by communicating with field service support and agency HQ elements.

G.13. The contractor shall create and maintain electronic and hard copy files in areas such as credential generation, sensitive property shipped/received, general correspondence, and provide project support and other administrative support.

G.14. The contractor shall maintain required information in the Sunflower Asset Management System (SAMS) to properly account for the credentials and sensitive property produced or received from the Corbin Production Facility and vendors.

G.15. The contractor shall assist the Physical Security Division in maintaining sensitive assets in the sensitive property steward code in SAMS by accepting, denying, and updating records; and conduct "Final Event" of all credentials that have been destroyed or retired by the Physical Security Division.

G.16. The contractor shall provide customer support to USCIS field offices that have credentialing and/or sensitive property problems.

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#### H. Command Center Operations

H.1. The contractor shall support a twenty-four hour/seven days a week operational capability to receive, analyze and appropriately respond to Significant Incident Reports (SIRS), and perform continuous crisis and threat monitoring to ensure USCIS executive leadership and DHS leadership and components have a continuous flow of current security and threat information and developments.

H.2. The contractor shall assist OSI in ensuring that security and threat information is collected and disseminated to appropriate USCIS Senior Leaders, and assist in providing analytical support to other USCIS operations including: DHS Director's Office, Domestic Operations, Refugee Affairs and International Operations, National Security/Records Verification, Office of Emergency Management and Safety, and Fraud Detection National Security.

H.3. The contractor shall assist in providing continuous analysis and reporting regarding national security and fraud detection, as well as deterrence activities and technical support.

H.4. The contractor shall assist in the implementation and monitoring of the agency's security standards programs. Personnel responsibilities include reviewing security standards, cables, surveys, inspections, memorandums, and other reports to collect, analyze and maintain information on threats, security countermeasures, exceptions to standards and cost. The contractor shall extract data from surveys and reports for input into and maintenance of a standards compliance status database.

H.5. Contractor personnel must possess a Top Secret clearance with SCI access in order to work in the USCIS Command Center, and to have access to secure communications networks, and National Security Information up to the TS/SCI level.

H.6. Positions are required at the Secret and Top Secret level.



**I. Program Management**

- I.1. All employees assigned to performance of tasks required under this contract shall be U.S. citizens. By signing this contract, the contractor agrees to this restriction.
- I.2. The contractor shall appoint a program manager who will be available to act for the Contractor under circumstances requiring immediate attention. As such, the program manager shall be the single point of contact through which all Contractor/Government communications, work, and technical direction shall follow except in cases of an emergency.
- I.3. The contractor shall provide a quarterly Interim Progress Review (IPR) as scheduled by the contracting officer to be held in Washington DC or Burlington VT offices.
- I.4. The program manager position requires a Top Secret clearance.

**8. Deliverables**

The contractor shall submit one copy each of task specific status reports and all other deliverables to the COTR and the Contracting Officer by the 15<sup>th</sup> working day following the end of each month for review and acceptance. The monthly report shall contain, but is not limited to the following:

**A.1 General Status Report**

- A.1.1. **Management Summary:** This summary should document any major problems/issues, current expenditures by work hours, and any significant progress or events.
- A.1.2. **Narrative:** The contractor shall provide a description of work performed on tasks during the reporting period, status of ongoing work, and work planned for the following month, including discussions of any problems/issues and recommendations for correction by the 15<sup>th</sup> working day following the end of each month.
- A.1.3. **Report Headings:** The format on all management reports shall contain the following headings
  - Contract Number
  - Name of Contractor
  - Phone Number of Contractor
  - Period of Performance or Report Period
  - Contract Program Manager
  - Total Dollar Value with summaries of billed, paid, outstanding and remaining funds and forecasted expenditures
  - Title of Project
  - Contracting Officer's Technical Representative
  - Management Summary
  - Problems and Issues
  - Employee Status – Information regarding staffing changes, for example, position changes of current staff, staff additions and terminated staff, clearance status, training status, license and permit status as applicable.

**A.2. Specific Reports**

**Time and Attendance Logs** – The contractor shall assure that all assigned employees are present for work during assigned and approved overtime, and shall maintain documentation to support invoicing and to be made available to the Government upon demand.

**A.3. Deliverable Schedule**

The contractor shall submit one copy of each deliverable to both the COTR and Contracting Officer as specified in each task order for review and acceptance. The contractor shall provide the deliverables (see Table below) in the electronic format predominately used by DHS. All documentation developed by the contractor shall become the property of the Government, shall not contain proprietary markings, shall be

maintained in an appropriately secure fashion, and shall be surrendered to the Government upon demand. The Government will have 10 calendar days to review and provide comments to the Contractor prior to acceptance of all deliverables.

| Report                                   | Due Date                               | Requirement |
|--|--|-------------|
| Post Award Conference/Meeting            | As scheduled by Contracting Officer    | 12          |
| Project Management Plan                  | 30 calendar days after contract award  | 9.A.6       |
| General Status Report                    | 10 <sup>th</sup> Business Day, Monthly | 8A.1        |
| Threat Assessments                       | As Directed—USCIS Sites                | 7G.3        |
| Facility Access Requests                 | Weekly                                 | 7A.4        |
| Program Assessments                      | Monthly                                | 7A.7        |
| Training Materials                       | As Directed/Scheduled                  | 7A.9        |
| Security Briefings                       | As Directed/Scheduled                  | 7B.7        |
| Management Inspection Reports            | Cyclical                               | 7D.1        |
| INSITE Field Reviews                     | Cyclical                               | 7D.5        |
| Significant Incident Reports             | As Required                            | 7H.1        |
| National Security Analysis and Reporting | Continuous                             | 7H.3        |
| Interim Progress Review (IPR)            | Quarterly                              | 7.I.3       |

**9. Administrative Requirements**

**A. General Requirements**

A.1. The contractor shall maintain administrative files, which shall at a minimum include personnel files on all employees furnished under the Contract. These files shall contain at a minimum the person's name, date of birth, social security number, home address, home telephone number, name of person to be notified in emergency, color photograph of the employee, records of all training, examinations, test scores, and copies of all complaints, investigations, and commendations.

A.2. The contractor shall establish a Quality Control Program that ensures that, by monitoring and continuing training and testing, all personnel assigned to this contract are proficient in their assigned task requirements.

A.3. The contractor shall notify the COTR verbally, within 24 hours, upon transfer or termination of any person assigned to work under this contract. This notification shall be followed up in writing within three (3) business days.

A.4. The contractor shall have the following minimum general education requirements: High

school diploma or GED, possess the ability to speak, read, and write English sufficiently to effectively carry out all duties, including the understanding of printed rules, detailed orders, instructions, and training materials, communicate with coworkers and the public, as well as the ability to compose written reports/forms. Documented technical education or training and experience are required for hiring qualified personnel to successfully perform assigned tasks.

A.5. The contractor shall maintain an active personnel screening, recruitment, and selection program to provide a flow of incoming personnel sufficient to fill the requirements within this contract. This program shall be sufficient to keep abreast of attrition and shall be an adjunct to the Management program and Training program.

A.6. Within thirty (30) calendar days after contract award, the contractor shall provide the COTR with its Project Management Plan (PMP). The PMP shall include all tasks performed under this contract and shall be amended as required to remain current. The plan shall include:

- Corporate oversight activities
- Staffing Plan, to include a list of employees, work assignments, locations and recruiting plans
- Time and attendance procedures

A.7. Specific provisions for any given requirement will be detailed in each task order. The contractor must have appropriate clearance to access Sensitive But Unclassified (SBU) and classified documents as described within each task order.

10. **Travel**

Travel is anticipated for this acquisition in support of OSI operations and training. Travel shall not be performed in connection with this contract without prior written approval of the COTR or Contracting Officer. The Contractor shall be reimbursed for travel in accordance with the Federal Travel Regulations.

11. **Place of Performance**

The primary places of performance are 111 Massachusetts Ave., N.W., Washington, DC, 20 Massachusetts Ave., N.W., Washington, DC and USCIS Field locations in Burlington, Vermont, Dallas, Texas, Houston, TX, Laguna Niguel, California, and Orlando, Florida; however work may be performed at an alternate work site at the discretion of the Government.

12. **Post Award Conference/Meeting**

The contractor shall meet with the Government Contracting Officer, Government COTR and Program Manager (PM) after award as established by the Contracting Officer. The purpose of the meeting is to identify primary points of contact and discuss scope and tasks, in order to achieve a clear and mutual understanding of all contract requirements and to identify and resolve potential problems.

13. **Government Furnished Information/Support**

A. Government provided office space, will be equipped with a desk, computer and telephone and will have convenient access to a printer, fax machine and photocopier. The Government will provide standard office supplies such as paper, pens, notebooks, etc. that are required to operate efficiently.

B. The contractor shall account for any government furnished equipment that needs to be returned from terminated employees including building ID passes and office keys.

C. Radios and other select items of security equipment, standard office equipment may be furnished by the Government if necessary.

D. The contractor shall return identification cards and building passes for terminated employees and expired USCIS issued identification cards or building passes within 24 hours.

~~Deleted: The primary places of performance are 111 Massachusetts Ave., N.W., Washington, DC, 20 Massachusetts Ave., N.W., Washington, DC and Burlington, VT; however work may be performed at an alternate work site at the discretion of the Government.~~



14. **Hours of Operation**

Normal business hours are between the hours of 6 a.m. and 6 p.m. However, if performance outside these normal business hours is required, the individual order will specify the hours during which performance must be provided.

15. **Security Requirements**

**General Requirements**

U.S. Citizenship & Immigration Services (USCIS) has determined that performance of this contract requires that the Contractor, subcontractor(s), vendor(s), etc. (herein known as Contractor), requires access to classified National Security Information (herein known as classified information). Classified information is Government information which requires protection in accordance with Executive Order 12958, Classified National Security Information, and supplementing directives.

The Contractor will abide by the requirements set forth in the DD Form 254, Contract Security Classification Specification, included in the contract, and the National Industrial Security Program Operating Manual (NISPO) for the protection of classified information at its cleared facility, if applicable, as directed by the Defense Security Service. If the Contractor has access to classified information at a USCIS or other Government Facility, it will abide by the requirements set by the agency.

**Suitability Determination**

Suitability Determination USCIS shall have and exercise full control over granting, denying, withholding or terminating access of unescorted Contractor employees to government facilities and/or access of Contractor employees to sensitive but unclassified information, based upon the results of a background investigation. USCIS may, as it deems appropriate, authorize and make a favorable entry on duty (EOD) decision based on preliminary security checks. The favorable EOD decision would allow the employees to commence work temporarily prior to the completion of the full investigation. The granting of a favorable EOD decision shall not be considered as assurance that a full employment suitability authorization will follow as a result thereof. The granting of a favorable EOD decision or a full employment suitability determination shall in no way prevent, preclude, or bar the withdrawal or termination of any such access by USCIS, at any time during the term of the contract. No employee of the Contractor shall be allowed unescorted access to a Government facility without a favorable EOD decision or suitability determination by the Office of Security & Investigations (OSI).

**Background Investigations**

Contract employees (to include applicants, temporaries, part-time and replacement employees) under the contract, needing access to sensitive but unclassified information, shall undergo a position sensitivity analysis based on the duties, outlined in the Position Designation Determination (PDD) for Contractor Personnel, each individual will perform on the contract. The results of the position sensitivity analysis shall identify the appropriate background investigation to be conducted. All background investigations will be processed through OSI. Prospective Contractor employees shall submit the following completed forms to OSI through the COTR no less than 30 days before the starting date of the contract or 30 days prior to entry on duty of any employees, whether a replacement, addition, subcontractor employee, or vendor:

1. Standard Form 85P, "Questionnaire for Public Trust Positions"
2. DHS Form 11000-6, "Conditional Access to Sensitive But Unclassified Information Non-Disclosure Agreement"
3. FD Form 258, "Fingerprint Card" (2 copies)
4. Form DHS-11000-9, "Disclosure and Authorization Pertaining to Consumer Reports Pursuant to the Fair Credit Reporting Act"

5. Position Designation Determination for Contract Personnel Form
6. Foreign National Relatives or Associates Statement

Required forms will be provided by USCIS at the time of award of the contract. Only complete packages will be accepted by OSI. Specific instructions on submission of packages will be provided upon award of the contract.

Be advised that unless an applicant requiring access to sensitive but unclassified information has resided in the US for three of the past five years, OSI may not be able to complete a satisfactory background investigation. In such cases, USCIS retains the right to deem an applicant as ineligible due to insufficient background information.

The use of Non-U.S. citizens, including Lawful Permanent Residents (LPRs), is not permitted in the performance of this contract for any position that involves access to or development of any DHS IT system. USCIS will consider only U.S. Citizens for employment on this contract. USCIS will not approve LPRs for employment on this contract in any position that requires the LPR to access or assist in the development, operation, management or maintenance of DHS IT systems. By signing this contract, the contractor agrees to this restriction. In those instances where other non-IT requirements contained in the contract can be met by using LPRs, those requirements shall be clearly described.

#### **Employment Eligibility**

The Contractor must agree that each employee working on this contract will have a Social Security Card issued and approved by the Social Security Administration. The Contractor shall be responsible to USCIS for acts and omissions of his own employees and for any Subcontractor(s) and their employees to include financial responsibility for all damage or injury to persons or property resulting from the acts or omissions of the contractor's employees.

Subject to existing law, regulations and/ or other provisions of this contract, illegal or undocumented aliens will not be employed by the Contractor, or with this contract. The Contractor will ensure that this provision is expressly incorporated into any and all Subcontracts or subordinate agreements issued in support of this contract.

All contractor personnel assigned to this contract shall undergo drug testing conducted by a Department of Health and Human Service (HHS/SAMHSA) approved laboratory under the National Laboratory Certification Program (NLCP) and screened for the presence of cannabinoids, cocaine, opiates, amphetamines, and phencyclidine. (CIS reserves the right to expand the list to include additional drugs). All contractor personnel must possess drug test results that state the individual has not tested positive for any illegal drugs.

The results of each screening shall be provided to the COTR prior to the Security EOD approval. Drug screening shall be ordered and accomplished at the contractor's expense.

#### **Continued Eligibility**

If a prospective employee is found to be ineligible for access to USCIS facilities or information, the COTR will advise the Contractor that the employee shall not continue to work or to be assigned to work under the contract.

USCIS reserves the right and prerogative to deny and/ or restrict the facility and information access of any Contractor employee whose actions are in conflict with the standards of conduct, 5 CFR 2635 and 5 CFR 3801, or whom USCIS determines to present a risk of compromising sensitive but unclassified information to which he or she would have access under this contract.

The Contractor will report any adverse information coming to their attention concerning contract employees under the contract to USCIS OSI. The subsequent termination of employment of an employee does not obviate the requirement to submit this report. The report shall include the employees' name and social security number, along with the adverse information being reported.

OSI must be notified of all terminations/ resignations within five days of occurrence. The Contractor will return any expired USCIS issued identification cards and building passes, or those of terminated employees to the COTR. If an identification card or building pass is not available to be returned, a report must be submitted to the COTR, referencing the pass or card number, name of individual to whom issued, the last known location and disposition of the pass or card.

#### **Security Management**

The Contractor shall appoint a senior official to act as the Corporate Security Officer. The individual will interface with the Security Office through the COTR on all security matters, to include physical, personnel, and protection of all Government information and data accessed by the Contractor.

The COTR and the Security Office shall have the right to inspect the procedures, methods, and facilities utilized by the Contractor in complying with the security requirements under this contract. Should the COTR determine that the Contractor is not complying with the security requirements of this contract; the Contractor will be informed in writing by the Contracting Officer of the proper action to be taken in order to effect compliance with such requirements.

#### **Computer And Telecommunications Security Requirements**

##### **Security Program Background**

The DHS has established a department wide IT security program based on the following Executive Orders (EO), public laws, and national policy:

- Public Law 107-296, Homeland Security Act of 2002.
- Federal Information Security Management Act (FISMA) of 2002, November 25, 2002.
- Public Law 104-106, Clinger-Cohen Act of 1996 [formerly, Information Technology Management Reform Act (ITMRA)], February 10, 1996.
- Privacy Act of 1974, As Amended. 5 United States Code (U.S.C.) 552a, Public Law 93-579, Washington, D.C., July 14, 1987.
- Executive Order 12829, *National Industrial Security Program*, January 6, 1993.
- Executive Order 12958, *Classified National Security Information*, as amended.
- Executive Order 12968, *Access to Classified Information*, August 2, 1995.
- Executive Order 13231, *Critical Infrastructure Protection in the Information Age*, October 16, 2001.
- National Industrial Security Program Operating Manual (NISPOM), February 2001.
- DHS *Sensitive Systems Policy Publication 4300A v2.1*, July 26, 2004
- DHS *National Security Systems Policy Publication 4300B v2.1*, July 26, 2004
- Homeland Security Presidential Directive 7, *Critical Infrastructure Identification, Prioritization, and Protection*, December 17, 2003.
- Office of Management and Budget (OMB) Circular A-130, *Management of Federal Information Resources*.
- National Security Directive (NSD) 42, *National Policy for the Security of National Security Telecommunications and Information Systems (U)*, July 5, 1990, CONFIDENTIAL.
- 5 Code of Federal Regulations (CFR) §2635, Office of Government Ethics, *Standards of Ethical Conduct for Employees of the Executive Branch*.
- DHS SCG OS-002 (IT), *National Security IT Systems Certification & Accreditation*, March 2004.
- Department of State 12 Foreign Affairs Manual (FAM) 600, *Information Security Technology*, June 22, 2000.
- Department of State 12 FAM 500, *Information Security*, October 1, 1999.
- Executive Order 12472, *Assignment of National Security and Emergency Preparedness Telecommunications Functions*, dated April 3, 1984.



- Presidential Decision Directive 67, *Enduring Constitutional Government and Continuity of Government Operations*, dated October 21, 1998.
- FEMA Federal Preparedness Circular 65, *Federal Executive Branch Continuity of Operations (COOP)*, dated July 26, 1999.
- FEMA Federal Preparedness Circular 66, *Test, Training and Exercise (TT&E) for Continuity of Operations (COOP)*, dated April 30, 2001.
- FEMA Federal Preparedness Circular 67, *Acquisition of Alternate Facilities for Continuity of Operations*, dated April 30, 2001.
- Title 36 Code of Federal Regulations 1236, *Management of Vital Records*, revised as of July 1, 2000.
- National Institute of Standards and Technology (NIST) Special Publications for computer security and FISMA compliance.

#### General

Due to the sensitive nature of USCIS information, the contractor is required to develop and maintain a comprehensive Computer and Telecommunications Security Program to address the integrity, confidentiality, and availability of sensitive but unclassified (SBU) information during collection, storage, transmission, and disposal. The contractor's security program shall adhere to the requirements set forth in the DHS Management Directive 4300 IT Systems Security Pub Volume I Part A and DHS Management Directive 4300 IT Systems Security Pub Volume I Part B. This shall include conformance with the DHS Sensitive Systems Handbook, DHS Management Directive 11042 Safeguarding Sensitive but Unclassified (For Official Use Only) Information and other DHS or USCIS guidelines and directives regarding information security requirements. The contractor shall establish a working relationship with the USCIS IT Security Office, headed by the Information Systems Security Program Manager (ISSM).

#### IT Systems Security

In Accordance With DHS Management Directive 4300.1 "Information Technology Systems Security", USCIS Contractors Shall Ensure That All Employees With Access To USCIS IT Systems Are In Compliance With The Requirement Of This Management Directive. Specifically, All Contractor Employees With Access To USCIS IT Systems Meet The Requirement For Successfully Completing The Annual "Computer Security Awareness Training (CSAT)." All Contractor Employees Are Required To Complete The Training Within 60-Days From The Date Of Entry On Duty (EOD) And Are Required To Complete The Training Yearly Thereafter. CSAT Can Be Accessed At The Following: [Http://Oted.Uscis.Dhs.Gov/Edvantage.Default.Asp](http://Oted.Uscis.Dhs.Gov/Edvantage.Default.Asp) Or Via Remote Access From A CD Which Can Be Obtained By Contacting [Uscisitsecurity@dhs.gov](mailto:Uscisitsecurity@dhs.gov).

#### IT Security In The Systems Development Life Cycle (SDLC)

The USCIS SDLC Manual Documents All System Activities Required For The Development, Operation, And Disposition Of IT Security Systems. Required Systems Analysis, Deliverables, And Security Activities Are Identified In The SDLC Manual By Lifecycle Phase. The Contractor Shall Assist The Appropriate USCIS ISSO With Development And Completion Of All SDLC Activities And Deliverables Contained In The SDLC. The SDLC Is Supplemented With Information From DHS And USCIS Policies And Procedures As Well As The National Institute Of Standards Special Procedures Related To Computer Security And FISMA Compliance. These Activities Include Development Of The Following Documents:

- *Sensitive System Security Plan (SSSP)*: This is the primary reference that describes system sensitivity, criticality, security controls, policies, and procedures. The SSSP shall be based upon the completion of the DHS FIPS 199 workbook to categorize the system of application and completion of the RMS Questionnaire. The SSSP shall be completed as part of the System or Release Definition Process in the SDLC and shall not be waived or tailored.
- *Privacy Impact Assessment (PIA) and System of Records Notification (SORN)*. For each new development activity, each incremental system update, or system recertification, a PIA and SORN shall be evaluated. If the system (or modification) triggers a PIA the contractor shall support the

development of PIA and SORN as required. The Privacy Act of 1974 requires the PIA and shall be part of the SDLC process performed at either System or Release Definition.

- *Contingency Plan (CP)*: This plan describes the steps to be taken to ensure that an automated system or facility can be recovered from service disruptions in the event of emergencies and/or disasters. The Contractor shall support annual contingency plan testing and shall provide a Contingency Plan Test Results Report.
- *Security Test and Evaluation (ST&E)*: This document evaluates each security control and countermeasure to verify operation in the manner intended. Test parameters are established based on results of the RA. An ST&E shall be conducted for each Major Application and each General Support System as part of the certification process. The Contractor shall support this process.
- *Risk Assessment (RA)*: This document identifies threats and vulnerabilities, assesses the impacts of the threats, evaluates in-place countermeasures, and identifies additional countermeasures necessary to ensure an acceptable level of security. The RA shall be completed after completing the NIST 800-53 evaluation, Contingency Plan Testing, and the ST&E. Identified weakness shall be documented in a Plan of Action and Milestone (POA&M) in the USCIS Trusted Agent FISMA (TAF) tool. Each POA&M entry shall identify the cost of mitigating the weakness and the schedule for mitigating the weakness, as well as a POC for the mitigation efforts.
- *Certification and Accreditation (C&A)*: This program establishes the extent to which a particular design and implementation of an automated system and the facilities housing that system meet a specified set of security requirements, based on the RA of security features and other technical requirements (certification), and the management authorization and approval of a system to process sensitive but unclassified information (accreditation). As appropriate the Contractor shall be granted access to the USCIS TAF and Risk Management System (RMS) tools to support C&A and its annual assessment requirements. Annual assessment activities shall include completion of the NIST 800-26 Self Assessment in TAF, annual review of user accounts, and annual review of the FIPS categorization. C&A status shall be reviewed for each incremental system update and a new full C&A process completed when a major system revision is anticipated.

#### Security Assurances

DHS Management Directives 4300 requires compliance with standards set forth by NIST, for evaluating computer systems used for processing SBU information. The Contractor shall ensure that requirements are allocated in the functional requirements and system design documents to security requirements are based on the DHS policy, NIST standards and applicable legislation and regulatory requirements. Systems shall offer the following visible security features:

- *User Identification and Authentication (I&A)* – I&A is the process of telling a system the identity of a subject (for example, a user) (*I*) and providing that the subject is who it claims to be (*A*). Systems shall be designed so that the identity of each user shall be established prior to authorizing system access, each system user shall have his/her own user ID and password, and each user is authenticated before access is permitted. All system and database administrative users shall have strong authentication, with passwords that shall conform to established DHS standards. All USCIS Identification and Authentication shall be done using the Password Issuance Control System (PICS) or its successor. Under no circumstances will Identification and Authentication be performed by other than the USCIS standard system in use at the time of a systems development.
- *Discretionary Access Control (DAC)* – DAC is a DHS access policy that restricts access to system objects (for example, files, directories, devices) based on the identity of the users and/or groups to which they belong. All system files shall be protected by a secondary access control measure.
- *Object Reuse* – Object Reuse is the reassignment to a subject (for example, user) of a medium that previously contained an object (for example, file). Systems that use memory to temporarily store user I&A information and any other SBU information shall be cleared before reallocation.
- *Audit* – DHS systems shall provide facilities for transaction auditing, which is the examination of a set of chronological records that provide evidence of system and user activity. Evidence of active review of audit logs shall be provided to the USCIS IT Security Office on a monthly basis,

identifying all security findings including failed log in attempts, attempts to access restricted information, and password change activity.

- **Banner Pages** – DHS systems shall provide appropriate security banners at start up identifying the system or application as being a Government asset and subject to government laws and regulations. This requirement does not apply to public facing internet pages, but shall apply to intranet applications.

#### **Data Security**

SBU systems shall be protected from unauthorized access, modification, and denial of service. The Contractor shall ensure that all aspects of data security requirements (i.e., confidentiality, integrity, and availability) are included in the functional requirements and system design, and ensure that they meet the minimum requirements as set forth in the DHS Sensitive Systems Handbook and USCIS policies and procedures. These requirements include:

- **Integrity** – The computer systems used for processing SBU shall have data integrity controls to ensure that data is not modified (intentionally or unintentionally) or repudiated by either the sender or the receiver of the information. A risk analysis and vulnerability assessment shall be performed to determine what type of data integrity controls (e.g., cyclical redundancy checks, message authentication codes, security hash functions, and digital signatures, etc.) shall be used.
- **Confidentiality** – Controls shall be included to ensure that SBU information collected, stored, and transmitted by the system is protected against compromise. A risk analysis and vulnerability assessment shall be performed to determine if threats to the SBU exist. If it exists, data encryption shall be used to mitigate such threats.
- **Availability** – Controls shall be included to ensure that the system is continuously working and all services are fully available within a timeframe commensurate with the availability needs of the user community and the criticality of the information processed.
- **Data Labeling** – The contractor shall ensure that documents and media are labeled consistent with the *DHS Sensitive Systems Handbook*.

#### **52.204-2 Security Clause Requirements.**

As prescribed in 4.404(a), insert the following clause:

Security Requirements (Aug 1996)

(a) This clause applies to the extent that this contract involves access to information classified "Confidential," "Secret," or "Top Secret."

(b) The Contractor shall comply with—

(1) The Security Agreement (DD Form 441), including the *National Industrial Security Program Operating Manual* (DOD 5220.22-M); and

(2) Any revisions to that manual, notice of which has been furnished to the Contractor.

(c) If, subsequent to the date of this contract, the security classification or security requirements under this contract are changed by the Government and if the changes cause an increase or decrease in security costs or otherwise affect any other term or condition of this contract, the contract shall be subject to an equitable adjustment as if the changes were directed under the Changes clause of this contract.

(d) The Contractor agrees to insert terms that conform substantially to the language of this clause, including this paragraph (d) but excluding any reference to the Changes clause of this contract, in all subcontracts under this contract that involve access to classified information.

(End of clause)

*Alternate 1 (Apr 1984).* If a cost contract for research and development with an educational institution is contemplated, add the following paragraphs (e), (f), and (g) to the basic clause:

(e) If a change in security requirements, as provided in paragraphs (b) and (c), results (1) in a change in the security classification of this contract or any of its elements from an unclassified status or a lower classification to a higher classification, or (2) in more restrictive area controls than previously required, the Contractor shall exert every reasonable effort compatible with the Contractor's established policies to continue the performance of work under the contract in compliance with the change in security classification or requirements. If, despite reasonable efforts, the Contractor determines that the continuation of work under this contract is not practicable because of the change in security classification or



requirements, the Contractor shall notify the Contracting Officer in writing. Until resolution of the problem is made by the Contracting Officer, the Contractor shall continue safeguarding all classified material as required by this contract.

(f) After receiving the written notification, the Contracting Officer shall explore the circumstances surrounding the proposed change in security classification or requirements, and shall endeavor to work out a mutually satisfactory method whereby the Contractor can continue performance of the work under this contract.

(g) If, 15 days after receipt by the Contracting Officer of the notification of the Contractor's stated inability to proceed, (1) the application to this contract of the change in security classification or requirements has not been withdrawn, or (2) a mutually satisfactory method for continuing performance of work under this contract has not been agreed upon, the Contractor may request the Contracting Officer to terminate the contract in whole or in part. The Contracting Officer shall terminate the contract in whole or in part, as may be appropriate, and the termination shall be deemed a termination under the terms of the Termination for the Convenience of the Government clause.

*Alternate II (Apr 1984).* If employee identification is required for security or other reasons in a construction contract or architect-engineer contract, add the following paragraph (e) to the basic clause:

(e) The Contractor shall be responsible for furnishing to each employee and for requiring each employee engaged on the work to display such identification as may be approved and directed by the Contracting Officer. All prescribed identification shall immediately be delivered to the Contracting Officer, for cancellation upon the release of any employee. When required by the Contracting Officer, the Contractor shall obtain and submit fingerprints of all persons employed or to be employed on the project.

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT 1. CONTRACT ID CODE PAGE OF PAGES  
 1 90

2. AMENDMENT/MODIFICATION NO. 3. EFFECTIVE DATE 4. REQUISITION/PURCHASE REQ. NO. 5. PROJECT NO. (if applicable)  
 P00007 08/13/2009

6. ISSUED BY CODE 7. ADMINISTERED BY (if other than item 6) CODE  
 USCIS Contracting Office CIS USCIS Contracting Office  
 Department of Homeland Security  
 70 Kimball Avenue  
 South Burlington VT 05403

8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) 9A. AMENDMENT OF SOLICITATION NO.  
 ALUTIIQ BUSINESS SERVICES LLC 3909 ARCTIC BLVD SUITE 400 ANCHORAGE AK 995035710  
 9B. DATED (SEE ITEM 11)  
 10A. MODIFICATION OF CONTRACT/ORDER NO. HSSCCG-08-D-00009  
 10B. DATED (SEE ITEM 13)  
 CODE 7950219680000 FACILITY CODE 08/13/2008

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS  
 The above numbered solicitation is amended as set forth in item 14. The hour and date specified for receipt of Offers  is extended,  is not extended.  
 Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing items 8 and 15, and returning \_\_\_\_\_ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT 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 ONLY APPLIES TO MODIFICATION OF CONTRACT/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

CHECK ONE  
 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 data, 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)  
 X By mutual agreement

E. IMPORTANT: Contractor  is not,  is required to sign this document and return \_\_\_\_\_ 1 copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)  
 DUNS Number: 795021968+0000  
 The option for Option Year One (8/14/09 - 8/13/10) is exercised.

CLINs are added, and rates and quantities are revised as specified below and as summarized on page 13.

Section 6, Attachment 1 of the contract is revised, updating Wage Determinations; the revised Section 6, Attachment 1 now includes the following Wage Determinations, each of which is attached:

2005-2123, Rev No. 8, dated 07/01/09  
 Continued ...

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) 15B. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)  
 Jeanelle Rene Vice President EMS/LE Heidi M. Salter  
 15A. CONTRACTOR/OFFEROR 15C. DATE SIGNED 15B. UNITED STATES OF AMERICA 15C. DATE SIGNED  
 [Signature] 8/10/09 [Signature] 08/10/09

NSN 7540-01-162-8070 Previous edition unusable STANDARD FORM 30 (REV. 10-83) Prescribed by GSA FAR (48 CFR) 63.243

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
HSSCCG-08-D-00009/P00007

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NAME OF OFFEROR OR CONTRACTOR  
ALUTIIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)  | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
|                 | 2005-2537, Rev No. 10, dated 06/17/09<br>2005-2103, Rev No. 8, dated 5/26/09<br>2005-2047, Rev No. 9, dated 5/26/09<br>2005-2371, Rev No. 9, dated 5/26/09<br>2005-2515, Rev No. 10, dated 07/22/09<br>2005-2509, Rev No. 8, dated 07/22/09<br><br>The contractor shall notify the Contracting Officer of any increase claimed within 30 days of this modification (FAR 52.222-43 (f)).<br><br>LIST OF CHANGES:<br>Total Amount for this Modification: \$2,689,411.95<br>New Total Amount for this Version: \$15,135,421.91<br>New Total Amount for this Award: \$67,400,330.04<br><br>CHANGES FOR LINE ITEM NUMBER: 1001<br>Exercised option<br><br>CHANGES FOR LINE ITEM NUMBER: 1001A<br>Unit Price changed from [redacted]<br>Total Amount changed from [redacted]<br>Exercised option<br><br>CHANGES FOR LINE ITEM NUMBER: 1001B<br>Unit Price changed from [redacted]<br>Total Amount changed from [redacted]<br>Exercised option<br><br>CHANGES FOR LINE ITEM NUMBER: 1001C<br>Quantity changed from [redacted]<br>Unit Price changed from [redacted]<br>Total Amount changed from [redacted]<br>Exercised option<br><br>CHANGES FOR LINE ITEM NUMBER: 1001D<br>Quantity changed from [redacted]<br>Unit Price changed from [redacted]<br>Total Amount changed from [redacted]<br>Exercised option<br><br>CHANGES FOR LINE ITEM NUMBER: 1001E<br>Quantity changed from [redacted]<br>Unit Price changed from [redacted]<br>Total Amount changed from [redacted]<br>Continued ... |                 |             |                   |               |

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CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
HSSCCG-08-D-00009/P00007

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3 90

NAME OF OFFEROR OR CONTRACTOR  
ALUTIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)  | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
| (b)(4)          | from [redacted]<br>Exercised option   |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1001F<br>Quantity changed from [redacted]<br>Unit Price changed from [redacted]<br>Total Amount changed from [redacted]<br>Exercised option |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1001G<br>Quantity changed from [redacted]<br>Unit Price changed from [redacted]<br>Total Amount changed from [redacted]<br>Exercised option |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1001H<br>Quantity changed from [redacted]<br>Unit Price changed from [redacted]<br>Total Amount changed from [redacted]<br>Exercised option |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1001I<br>Unit Price changed from [redacted]<br>Total Amount changed from [redacted]<br>Exercised option                                     |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1001J<br>Quantity changed from [redacted]<br>Unit Price changed from [redacted]<br>Total Amount changed from [redacted]<br>Exercised option |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1001K<br>Quantity changed from [redacted]<br>Unit Price changed from [redacted]<br>Total Amount changed from [redacted]<br>Exercised option |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1001L<br>Quantity changed from [redacted]<br>Unit Price changed from [redacted]<br>Total Amount changed from [redacted]<br>Exercised option |                 |             |                   |               |
|                 | Continued ...   |                 |             |                   |               |

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| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)  | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1001M<br>Quantity changed from [redacted]<br>Total Amount changed from [redacted]<br>Exercised option                                       |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1001N<br>Quantity changed from [redacted]<br>Total Amount changed from [redacted]<br>Exercised option                                       |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1001O<br>Quantity changed from [redacted]<br>Total Amount changed from [redacted]<br>Exercised option                                       |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1001P<br>Quantity changed from [redacted]<br>Total Amount changed from [redacted]<br>Exercised option                                       |                 |             |                   |               |
|                 | CHANGES FOR LINE ITEM NUMBER: 1001Q<br>Exercised option   |                 |             |                   |               |
|                 | CHANGES FOR LINE ITEM NUMBER: 1001R<br>Exercised option   |                 |             |                   |               |
|                 | CHANGES FOR LINE ITEM NUMBER: 1002<br>Exercised option  |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1002A<br>Quantity changed from [redacted]<br>Unit Price changed from [redacted]<br>Total Amount changed from [redacted]<br>Exercised option |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1002B<br>Quantity changed from [redacted]<br>Unit Price changed from [redacted]<br>Total Amount changed from [redacted]<br>Exercised option |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1002C<br>Quantity changed from [redacted]<br>Continued ...  |                 |             |                   |               |

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ALUTIIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)  | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
| (b)(4)          | Unit Price changed from<br>Total Amount changed<br>from<br>Exercised option   |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1002D<br>Quantity changed from<br>Unit Price changed from<br>Total Amount changed<br>from<br>Exercised option |                 |             |                   |               |
|                 | CHANGES FOR LINE ITEM NUMBER: 1003<br>Exercised option  |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1003A<br>Unit Price changed from<br>Total Amount changed<br>from<br>Exercised option                          |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1003B<br>Quantity changed from<br>Unit Price changed from<br>Total Amount changed<br>from<br>Exercised option |                 |             |                   |               |
|                 | CHANGES FOR LINE ITEM NUMBER: 1004<br>Exercised option  |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1004A<br>Unit Price changed from<br>Total Amount changed<br>from<br>Exercised option                          |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1004B<br>Unit Price changed from<br>Total Amount changed<br>from<br>Exercised option                          |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1004C<br>Unit Price changed from<br>Total Amount changed<br>from<br>Exercised option                          |                 |             |                   |               |
|                 | CHANGES FOR LINE ITEM NUMBER: 1004D<br>Continued ...  |                 |             |                   |               |



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| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)  | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
| (b)(4)          | Unit Price changed from [redacted]<br>Total Amount changed [redacted]<br>from [redacted]<br>Exercised option<br><br>CHANGES FOR LINE ITEM NUMBER: 1005<br>Exercised option              |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1005A<br>Quantity changed from [redacted]<br>Unit Price changed from [redacted]<br>Total Amount changed [redacted]<br>from [redacted]<br>Exercised option |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1005B<br>Quantity changed from [redacted]<br>Unit Price changed from [redacted]<br>Total Amount changed [redacted]<br>from [redacted]<br>Exercised option |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1005C<br>Unit Price changed from [redacted]<br>Total Amount changed [redacted]<br>from [redacted]<br>Exercised option                                     |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1005D<br>Unit Price changed from [redacted]<br>Total Amount changed [redacted]<br>from [redacted]<br>Exercised option                                     |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1005E<br>Unit Price changed from [redacted]<br>Total Amount changed [redacted]<br>from [redacted]<br>Exercised option                                     |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1005F<br>Unit Price changed from [redacted]<br>Total Amount changed [redacted]<br>from [redacted]<br>Exercised option                                     |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1005G<br>Unit Price changed from [redacted]<br>Total Amount changed [redacted]<br>from [redacted]<br>Continued ...  |                 |             |                   |               |

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| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)   | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|--|-----------------|-------------|-------------------|---------------|
|                 | Exercised option   |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1005H<br>Unit Price changed from [redacted]<br>Total Amount changed from [redacted]<br>Exercised option  |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1005I<br>Unit Price changed from [redacted]<br>Total Amount changed from [redacted]<br>Exercised option  |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1005J<br>Unit Price changed from [redacted]<br>Total Amount changed from [redacted]<br>Exercised option  |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1005K<br>Quantity changed from [redacted]<br>Unit Price changed from [redacted]<br>Total Amount changed from [redacted]<br>Exercised option                  |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1005L<br>Quantity changed from [redacted]<br>Unit Price changed from [redacted]<br>Total Amount changed from [redacted]<br>Exercised option                  |                 |             |                   |               |
|                 | CHANGES FOR LINE ITEM NUMBER: 1006<br>Exercised option   |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1006A<br>Quantity changed from [redacted]<br>Unit Price changed from [redacted]<br>Total Amount changed from [redacted]<br>Exercised option                  |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1006B<br>Quantity changed from [redacted]<br>Unit Price changed from [redacted]<br>Total Amount changed from [redacted]<br>Exercised option<br>Continued ... |                 |             |                   |               |

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| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)  | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
|                 | CHANGES FOR LINE ITEM NUMBER: 1007<br>Exercised option  |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1007A<br>Unit Price changed from [redacted]<br>Total Amount changed from [redacted]<br>Exercised option |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1007B<br>Unit Price changed from [redacted]<br>Total Amount changed from [redacted]<br>Exercised option |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1007C<br>Unit Price changed from [redacted]<br>Total Amount changed from [redacted]<br>Exercised option |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1007D<br>Unit Price changed from [redacted]<br>Total Amount changed from [redacted]<br>Exercised option |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1007E<br>Unit Price changed from [redacted]<br>Total Amount changed from [redacted]<br>Exercised option |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1007F<br>Unit Price changed from [redacted]<br>Total Amount changed from [redacted]<br>Exercised option |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1007G<br>Unit Price changed from [redacted]<br>Total Amount changed from [redacted]<br>Exercised option |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1007H<br>Unit Price changed from [redacted]<br>Total Amount changed from [redacted]<br>Continued ...    |                 |             |                   |               |



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| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)  | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
|                 | Exercised option<br><br>CHANGES FOR LINE ITEM NUMBER: 1008<br>Exercised option<br><br>CHANGES FOR LINE ITEM NUMBER: 1009<br>Exercised option<br><br>CHANGES FOR LINE ITEM NUMBER: 1010<br>Exercised option<br><br>CHANGES FOR LINE ITEM NUMBER: 1011<br>Exercised option<br>Delivery: 08/13/2010<br>Discount Terms:<br>Net 30<br>Delivery Location Code: HQOSI<br>Department of Homeland Security<br>US Citizenship & Immigration Svcs<br>Office of Security & Investigations<br>111 MASS AVE, NW, Suite 7000<br>Washington DC 20529<br><br>FOB: Destination<br>Period of Performance: 08/14/2008 to 08/13/2013 |                 |             | (b)(4)            |               |
| 1002E           | Program Support Analyst - DC (Base)   |                 |             |                   |               |
| 1002F           | Program Support Analyst - DC (OT)<br>Obligated Amount: \$0.00   |                 |             |                   |               |
| 1002G           | ABS Security Analyst - DC (Base)<br>Obligated Amount: \$0.00  |                 |             |                   |               |
| 1002H           | ABS Security Analyst - DC (OT)<br>Obligated Amount: \$0.00  |                 |             |                   |               |
| 1003G           | ABS Administrative Specialist II - Orlando (Base)<br>Obligated Amount: \$0.00   |                 |             |                   |               |
| 1003H           | ABS Administrative Specialist II - Orlando (OT)<br>Obligated Amount: \$0.00   |                 |             |                   |               |
| 1003F           | ABS Administrative Specialist II - Los Angeles (OT)<br>Continued ...  |                 |             |                   |               |

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| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)   | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|--|-----------------|-------------|-------------------|---------------|
|                 | Obligated Amount: \$0.00   |                 |             |                   | (b)(4)        |
| 1003D           | ABS Administrative Specialist II - Houston (OT)<br>Obligated Amount: \$0.00                    |                 |             |                   | (b)(4)        |
| 1003C           | ABS Administrative Specialist II - Houston (Base)<br>Obligated Amount: \$0.00                  |                 |             |                   |               |
| 1003E           | ABS Administrative Specialist II - Los Angeles (Base)<br>Obligated Amount: \$0.00              |                 |             |                   |               |
| 1007U           | ABS Security Analyst - Dallas (Base)<br>Obligated Amount: \$0.00                               |                 |             |                   |               |
| 1007V           | ABS Security Analyst - Dallas (OT)<br>Obligated Amount: \$0.00                                 |                 |             |                   |               |
| 1007W           | ABS Security Analyst - Orlando (Base)<br>Obligated Amount: \$0.00                              |                 |             |                   |               |
| 1007X           | ABS Security Analyst - Orlando (OT)<br>Obligated Amount: \$0.00                                |                 |             |                   |               |
| 1007Y           | ABS Security Analyst - Burlington (Base)<br>Obligated Amount: \$0.00                           |                 |             |                   |               |
| 1007Z           | ABS Security Analyst - Burlington (OT)<br>Obligated Amount: \$0.00                             |                 |             |                   |               |
| 1007AA          | ABS Administrative Specialist IV - DC (Base)<br>Obligated Amount: \$0.00                       |                 |             |                   |               |
| 1007AB          | ABS Administrative Specialist IV - DC (OT)<br>Obligated Amount: \$0.00                         |                 |             |                   |               |
| 1007AC          | ABS Administrative Specialist II - Buffalo (Base)<br>Obligated Amount: \$0.00<br>Continued ... |                 |             |                   |               |

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| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)  | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
| 1007AD          | ABS Administrative Specialist II - Buffalo (OT)<br>Obligated Amount: \$0.00   |                 |             |                   |               |
| 1007I           | ABS Program Support Analyst - Laguna Nigel (Base)<br>Obligated Amount: \$0.00 |                 |             |                   |               |
| 1007J           | ABS Program Support Analyst - Laguna Nigel (OT)<br>Obligated Amount: \$0.00   |                 |             |                   |               |
| 1007K           | ABS Program Support Analyst - Dallas (Base)<br>Obligated Amount: \$0.00       |                 |             |                   |               |
| 1007L           | ABS Program Support Analyst - Dallas (OT)<br>Obligated Amount: \$0.00         |                 |             |                   |               |
| 1007M           | ABS Program Support Analyst - Orlando (Base)<br>Obligated Amount: \$0.00      |                 |             |                   |               |
| 1007N           | ABS Program Support Analyst - Orlando (OT)<br>Obligated Amount: \$0.00        |                 |             |                   |               |
| 1007O           | ABS Program Support Analyst - Burlington (Base)<br>Obligated Amount: \$0.00   |                 |             |                   |               |
| 1007P           | ABS Program Support Analyst - Burlington (OT)<br>Obligated Amount: \$0.00     |                 |             |                   |               |
| 1007Q           | ABS Administrative Assistant I - Orlando (Base)<br>Obligated Amount: \$0.00   |                 |             |                   |               |
| 1007R           | ABS Administrative Assistant I - Orlando (OT)<br>Obligated Amount: \$0.00     |                 |             |                   |               |
| 1007S           | ABS Security Analyst - Laguna Nigel (Base)<br>Obligated Amount: \$0.00        |                 |             |                   |               |
|                 | Continued ...   |                 |             |                   |               |

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| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)   | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|--|-----------------|-------------|-------------------|---------------|
| (b)(4) 1007T    | ABS Security Analyst - Laguna Nigel (OT)<br>Obligated Amount: \$0.00 |                 |             |                   |               |

# Best "Reproducible" Copy Available

(b)(4)

| Modification 00007<br>NSG Contract H55CCG-88-D-30007     |  | Page 12 of 30        |                     |  |                      |
|--|--|----------------------|---------------------|--|----------------------|
|  |  | 1st Option Year      |                     |  |                      |
| OIR  |  |                      |                     |  |                      |
| <b>1001 Personnel Security</b>                           |  |                      |                     |  |                      |
| 1001A  | ARS Personnel Security Specialist - VI (Base)            |                      |                     |  |                      |
| 1001B  | ARS Senior Personnel Security Specialist - VI (OT)       |                      |                     |  |                      |
| 1001C  | Reserve Senior Personnel Security Specialist - DC (Base) |                      |                     |  |                      |
| 1001D  | Reserve Senior Personnel Security Specialist - DC (OT)   |                      |                     |  |                      |
| 1001E  | Reserve Personnel Security Specialist - VI (Base)        |                      |                     |  |                      |
| 1001F  | Reserve Personnel Security Specialist - VI (OT)          |                      |                     |  |                      |
| 1001G  | Reserve Personnel Security Specialist - DC (Base)        |                      |                     |  |                      |
| 1001H  | Reserve Personnel Security Specialist - DC (OT)          |                      |                     |  |                      |
| 1001I  | Reserve Security Analyst - VI (Base)                     |                      |                     |  |                      |
| 1001J  | Reserve Security Analyst - VI (OT)                       |                      |                     |  |                      |
| 1001K  | Reserve Program Support Analyst - VI (Base)              |                      |                     |  |                      |
| 1001L  | Reserve Program Support Analyst - VI (OT)                |                      |                     |  |                      |
| 1001M  | Reserve Administrative Specialist I - VI (Base)          |                      |                     |  |                      |
| 1001N  | Reserve Administrative Specialist I - VI (OT)            |                      |                     |  |                      |
| 1001O  | Reserve Administrative Specialist II - VI (Base)         |                      |                     |  |                      |
| 1001P  | Reserve Administrative Specialist II - VI (OT)           |                      |                     |  |                      |
| 1001Q  | Reserve Administrative Specialist III - VI (Base)        |                      |                     |  |                      |
| 1001R  | Reserve Administrative Specialist III - VI (OT)          |                      |                     |  |                      |
|  | <b>Total Personnel Security</b>                          |                      |                     |  |                      |
| <b>1002 Administrative Security</b>                      |  |                      |                     |  |                      |
| 1002A  | ARS Senior Security Analyst - DC (Base)                  |                      |                     |  |                      |
| 1002B  | ARS Senior Security Analyst - DC (OT)                    |                      |                     |  |                      |
| 1002C  | ARS Information Assurance - DC (Base)                    |                      |                     |  |                      |
| 1002D  | ARS Information Assurance - DC (OT)                      |                      |                     |  |                      |
| 1002E  | Program Support Analyst - DC (Base)                      |                      |                     |  |                      |
| 1002F  | Program Support Analyst - DC (OT)                        |                      |                     |  |                      |
| 1002G  | ARS Security Analyst - DC (Base)                         |                      |                     |  |                      |
| 1002H  | ARS Security Analyst - DC (OT)                           |                      |                     |  |                      |
|  | <b>Total Administrative Security</b>                     |                      |                     |  |                      |
| <b>1003 Investigations</b>                               |  |                      |                     |  |                      |
| 1003A  | ARS Administrative Specialist I - DC (Base)              |                      |                     |  |                      |
| 1003B  | ARS Administrative Specialist I - DC (OT)                |                      |                     |  |                      |
| 1003C  | ARS Administrative Specialist II - Reserve (Base)        |                      |                     |  |                      |
| 1003D  | ARS Administrative Specialist II - Reserve (OT)          |                      |                     |  |                      |
| 1003E  | ARS Administrative Specialist II - Law Analysis (Base)   |                      |                     |  |                      |
| 1003F  | ARS Administrative Specialist II - Law Analysis (OT)     |                      |                     |  |                      |
| 1003G  | ARS Administrative Specialist II - Outside (Base)        |                      |                     |  |                      |
| 1003H  | ARS Administrative Specialist II - Outside (OT)          |                      |                     |  |                      |
|  | <b>Total Investigations</b>                              |                      |                     |  |                      |
| <b>1004 Internal Review</b>                              |  |                      |                     |  |                      |
| 1004A  | ARS Program Support Analyst - DC (Base)                  |                      |                     |  |                      |
| 1004B  | ARS Program Support Analyst - DC (OT)                    |                      |                     |  |                      |
| 1004C  | ARS Administrative Assistant IV - DC (Base)              |                      |                     |  |                      |
| 1004D  | ARS Administrative Assistant IV - DC (OT)                |                      |                     |  |                      |
|  | <b>Total Internal Review</b>                             |                      |                     |  |                      |
| <b>1005 Resource Management</b>                          |  |                      |                     |  |                      |
| 1005A  | METS Administrative Specialist I - DC (Base)             |                      |                     |  |                      |
| 1005B  | METS Administrative Specialist I - DC (OT)               |                      |                     |  |                      |
| 1005C  | METS Administrative Specialist IV - DC (Base)            |                      |                     |  |                      |
| 1005D  | METS Administrative Specialist IV - DC (OT)              |                      |                     |  |                      |
| 1005E  | METS Logistics Supply Clerk - DC (Base)                  |                      |                     |  |                      |
| 1005F  | METS Logistics Supply Clerk - DC (OT)                    |                      |                     |  |                      |
| 1005G  | METS Program Support Analyst - DC (Base)                 |                      |                     |  |                      |
| 1005H  | METS Program Support Analyst - DC (OT)                   |                      |                     |  |                      |
| 1005I  | METS Senior Financial Analyst - DC (Base)                |                      |                     |  |                      |
| 1005J  | METS Senior Financial Analyst - DC (OT)                  |                      |                     |  |                      |
| 1005K  | METS Administrative Specialist II - DC (Base)            |                      |                     |  |                      |
| 1005L  | METS Administrative Specialist II - DC (OT)              |                      |                     |  |                      |
|  | <b>Total Resource Management</b>                         |                      |                     |  |                      |
| <b>1006 Policy Planning and Human Resources</b>          |  |                      |                     |  |                      |
| 1006A  | ARS Senior Security Analyst - DC (Base)                  |                      |                     |  |                      |
| 1006B  | ARS Senior Security Analyst - DC (OT)                    |                      |                     |  |                      |
|  | <b>Total Policy Planning and Human Resources</b>         |                      |                     |  |                      |
| <b>1007 Physical Security</b>                            |  |                      |                     |  |                      |
| 1007A  | ARS Senior Security Analyst - DC (Base)                  |                      |                     |  |                      |
| 1007B  | ARS Senior Security Analyst - DC (OT)                    |                      |                     |  |                      |
| 1007C  | ARS Security Analyst - DC (Base)                         |                      |                     |  |                      |
| 1007D  | ARS Security Analyst - DC (OT)                           |                      |                     |  |                      |
| 1007E  | ARS Program Support Analyst - DC (Base)                  |                      |                     |  |                      |
| 1007F  | ARS Program Support Analyst - DC (OT)                    |                      |                     |  |                      |
| 1007G  | ARS Administrative Specialist II - DC (Base)             |                      |                     |  |                      |
| 1007H  | ARS Administrative Specialist II - DC (OT)               |                      |                     |  |                      |
| 1007I  | ARS Program Support Analyst - Laguna Niguel (Base)       |                      |                     |  |                      |
| 1007J  | ARS Program Support Analyst - Laguna Niguel (OT)         |                      |                     |  |                      |
| 1007K  | ARS Program Support Analyst - Dulles (Base)              |                      |                     |  |                      |
| 1007L  | ARS Program Support Analyst - Dulles (OT)                |                      |                     |  |                      |
| 1007M  | ARS Program Support Analyst - Orlando (Base)             |                      |                     |  |                      |
| 1007N  | ARS Program Support Analyst - Orlando (OT)               |                      |                     |  |                      |
| 1007O  | ARS Program Support Analyst - Burlington (Base)          |                      |                     |  |                      |
| 1007P  | ARS Program Support Analyst - Burlington (OT)            |                      |                     |  |                      |
| 1007Q  | ARS Administrative Assistant II - Orlando (Base)         |                      |                     |  |                      |
| 1007R  | ARS Administrative Assistant II - Orlando (OT)           |                      |                     |  |                      |
| 1007S  | ARS Security Analyst - Laguna Niguel (Base)              |                      |                     |  |                      |
| 1007T  | ARS Security Analyst - Laguna Niguel (OT)                |                      |                     |  |                      |
| 1007U  | ARS Security Analyst - Dulles (Base)                     |                      |                     |  |                      |
| 1007V  | ARS Security Analyst - Dulles (OT)                       |                      |                     |  |                      |
| 1007W  | ARS Security Analyst - Orlando (Base)                    |                      |                     |  |                      |
| 1007X  | ARS Security Analyst - Orlando (OT)                      |                      |                     |  |                      |
| 1007Y  | ARS Security Analyst - Burlington (Base)                 |                      |                     |  |                      |
| 1007Z  | ARS Security Analyst - Burlington (OT)                   |                      |                     |  |                      |
| 1007AA   | ARS Administrative Specialist IV - DC (Base)             |                      |                     |  |                      |
| 1007AB   | ARS Administrative Specialist IV - DC (OT)               |                      |                     |  |                      |
| 1007AC   | ARS Administrative Specialist I - Dulles (Base)          |                      |                     |  |                      |
| 1007AD   | ARS Administrative Specialist I - Dulles (OT)            |                      |                     |  |                      |
|  | <b>Total Physical Security</b>                           |                      |                     |  |                      |
| <b>1008 Command Center Operations</b>                    |  |                      |                     |  |                      |
| 1008   | Other Direct Costs                                       | 67,000.00            |                     |  | 67,000.00            |
| <b>1010 Program Management</b>                           |  |                      |                     |  |                      |
| <b>1011 Personnel Security Pre-Entry on Duty In-Turn</b> |  |                      |                     |  |                      |
| <b>GRAND TOTAL OPTION YEAR</b>                           |  | <b>12,418,000.00</b> | <b>2,609,411.50</b> |  | <b>15,027,411.50</b> |

WD 05-2123 (Rev.-8) was first posted on www.wdol.gov on 07/07/2009

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REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Shirley F. Ebbesen                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2005-2123  
Revision No.: 8  
Date Of Revision: 07/01/2009

State: Florida

Area: Florida Counties of Orange, Osceola, Seminole

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

| OCCUPATION CODE - TITLE                                 | FOOTNOTE | RATE  |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations |          |       |
| 01011 - Accounting Clerk I                              |          | 12.22 |
| 01012 - Accounting Clerk II                             |          | 13.72 |
| 01013 - Accounting Clerk III                            |          | 15.34 |
| 01020 - Administrative Assistant                        |          | 19.81 |
| 01040 - Court Reporter                                  |          | 17.28 |
| 01051 - Data Entry Operator I                           |          | 11.18 |
| 01052 - Data Entry Operator II                          |          | 13.25 |
| 01060 - Dispatcher, Motor Vehicle                       |          | 17.17 |
| 01070 - Document Preparation Clerk                      |          | 12.27 |
| 01090 - Duplicating Machine Operator                    |          | 11.83 |
| 01111 - General Clerk I                                 |          | 11.55 |
| 01112 - General Clerk II                                |          | 12.83 |
| 01113 - General Clerk III                               |          | 14.40 |
| 01120 - Housing Referral Assistant                      |          | 17.15 |
| 01141 - Messenger Courier                               |          | 11.28 |
| 01191 - Order Clerk I                                   |          | 11.76 |
| 01192 - Order Clerk II                                  |          | 12.83 |
| 01261 - Personnel Assistant (Employment) I              |          | 13.72 |
| 01262 - Personnel Assistant (Employment) II             |          | 15.77 |
| 01263 - Personnel Assistant (Employment) III            |          | 17.03 |
| 01270 - Production Control Clerk                        |          | 17.14 |
| 01280 - Receptionist                                    |          | 11.92 |
| 01290 - Rental Clerk                                    |          | 12.90 |
| 01300 - Scheduler, Maintenance                          |          | 13.74 |
| 01311 - Secretary I                                     |          | 13.74 |
| 01312 - Secretary II                                    |          | 15.36 |
| 01313 - Secretary III                                   |          | 17.15 |
| 01320 - Service Order Dispatcher                        |          | 14.87 |
| 01410 - Supply Technician                               |          | 19.81 |
| 01420 - Survey Worker                                   |          | 15.33 |
| 01531 - Travel Clerk I                                  |          | 12.07 |



|  |       |
|--|-------|
| 01532 - Travel Clerk II                              | 12.60 |
| 01533 - Travel Clerk III                             | 13.17 |
| 01611 - Word Processor I                             | 13.70 |
| 01612 - Word Processor II                            | 15.38 |
| 01613 - Word Processor III                           | 17.20 |
| 05000 - Automotive Service Occupations               |       |
| 05005 - Automobile Body Repairer, Fiberglass         | 19.45 |
| 05010 - Automotive Electrician                       | 17.28 |
| 05040 - Automotive Glass Installer                   | 16.36 |
| 05070 - Automotive Worker                            | 16.36 |
| 05110 - Mobile Equipment Servicer                    | 13.56 |
| 05130 - Motor Equipment Metal Mechanic               | 18.18 |
| 05160 - Motor Equipment Metal Worker                 | 16.36 |
| 05190 - Motor Vehicle Mechanic                       | 18.18 |
| 05220 - Motor Vehicle Mechanic Helper                | 13.10 |
| 05250 - Motor Vehicle Upholstery Worker              | 15.80 |
| 05280 - Motor Vehicle Wrecker                        | 16.37 |
| 05310 - Painter, Automotive                          | 17.92 |
| 05340 - Radiator Repair Specialist                   | 16.36 |
| 05370 - Tire Repairer                                | 10.83 |
| 05400 - Transmission Repair Specialist               | 18.18 |
| 07000 - Food Preparation And Service Occupations     |       |
| 07010 - Baker  | 11.42 |
| 07041 - Cook I                                       | 10.88 |
| 07042 - Cook II                                      | 12.39 |
| 07070 - Dishwasher                                   | 8.71  |
| 07130 - Food Service Worker                          | 9.24  |
| 07210 - Meat Cutter                                  | 12.62 |
| 07260 - Waiter/Waitress                              | 9.52  |
| 09000 - Furniture Maintenance And Repair Occupations |       |
| 09010 - Electrostatic Spray Painter                  | 14.18 |
| 09040 - Furniture Handler                            | 9.40  |
| 09080 - Furniture Refinisher                         | 14.18 |
| 09090 - Furniture Refinisher Helper                  | 11.04 |
| 09110 - Furniture Repairer, Minor                    | 12.53 |
| 09130 - Upholsterer                                  | 14.18 |
| 11000 - General Services And Support Occupations     |       |
| 11030 - Cleaner, Vehicles                            | 10.22 |
| 11060 - Elevator Operator                            | 9.83  |
| 11090 - Gardener                                     | 13.71 |
| 11122 - Housekeeping Aide                            | 10.49 |
| 11150 - Janitor                                      | 10.71 |
| 11210 - Laborer, Grounds Maintenance                 | 11.17 |
| 11240 - Maid or Houseman                             | 9.55  |
| 11260 - Pruner                                       | 9.83  |
| 11270 - Tractor Operator                             | 12.62 |
| 11330 - Trail Maintenance Worker                     | 10.53 |
| 11360 - Window Cleaner                               | 13.14 |
| 12000 - Health Occupations                           |       |
| 12010 - Ambulance Driver                             | 14.84 |
| 12011 - Breath Alcohol Technician                    | 15.61 |
| 12012 - Certified Occupational Therapist Assistant   | 23.81 |

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|--|-------|
| 12015 - Certified Physical Therapist Assistant               | 23.85 |
| 12020 - Dental Assistant                                     | 16.07 |
| 12025 - Dental Hygienist                                     | 30.66 |
| 12030 - EKG Technician                                       | 20.11 |
| 12035 - Electroneurodiagnostic Technologist                  | 20.11 |
| 12040 - Emergency Medical Technician                         | 14.84 |
| 12071 - Licensed Practical Nurse I                           | 14.48 |
| 12072 - Licensed Practical Nurse II                          | 16.19 |
| 12073 - Licensed Practical Nurse III                         | 18.06 |
| 12100 - Medical Assistant                                    | 12.79 |
| 12130 - Medical Laboratory Technician                        | 15.58 |
| 12160 - Medical Record Clerk                                 | 14.88 |
| 12190 - Medical Record Technician                            | 14.89 |
| 12195 - Medical Transcriptionist                             | 14.57 |
| 12210 - Nuclear Medicine Technologist                        | 29.50 |
| 12221 - Nursing Assistant I                                  | 8.80  |
| 12222 - Nursing Assistant II                                 | 9.89  |
| 12223 - Nursing Assistant III                                | 10.80 |
| 12224 - Nursing Assistant IV                                 | 12.10 |
| 12235 - Optical Dispenser                                    | 18.12 |
| 12236 - Optical Technician                                   | 16.81 |
| 12250 - Pharmacy Technician                                  | 15.85 |
| 12280 - Phlebotomist   | 12.10 |
| 12305 - Radiologic Technologist                              | 22.03 |
| 12311 - Registered Nurse I                                   | 21.95 |
| 12312 - Registered Nurse II                                  | 26.86 |
| 12313 - Registered Nurse II, Specialist                      | 26.86 |
| 12314 - Registered Nurse III                                 | 32.50 |
| 12315 - Registered Nurse III, Anesthetist                    | 32.50 |
| 12316 - Registered Nurse IV                                  | 38.96 |
| 12317 - Scheduler (Drug and Alcohol Testing)                 | 20.23 |
| 13000 - Information And Arts Occupations                     |       |
| 13011 - Exhibits Specialist I                                | 17.31 |
| 13012 - Exhibits Specialist II                               | 21.33 |
| 13013 - Exhibits Specialist III                              | 25.28 |
| 13041 - Illustrator I  | 19.67 |
| 13042 - Illustrator II                                       | 22.84 |
| 13043 - Illustrator III                                      | 28.56 |
| 13047 - Librarian  | 25.34 |
| 13050 - Library Aide/Clerk                                   | 12.77 |
| 13054 - Library Information Technology Systems Administrator | 22.86 |
| 13058 - Library Technician                                   | 13.93 |
| 13061 - Media Specialist I                                   | 16.23 |
| 13062 - Media Specialist II                                  | 17.11 |
| 13063 - Media Specialist III                                 | 19.07 |
| 13071 - Photographer I                                       | 13.57 |
| 13072 - Photographer II                                      | 15.91 |
| 13073 - Photographer III                                     | 19.29 |
| 13074 - Photographer IV                                      | 23.54 |
| 13075 - Photographer V                                       | 28.55 |
| 13110 - Video Teleconference Technician                      | 16.23 |

|   |               |
|---|---------------|
| 14000 - Information Technology Occupations                      |               |
| 14041 - Computer Operator I                                     | 15.80         |
| 14042 - Computer Operator II                                    | 18.29         |
| 14043 - Computer Operator III                                   | 22.42         |
| 14044 - Computer Operator IV                                    | 24.72         |
| 14045 - Computer Operator V                                     | 27.37         |
| 14071 - Computer Programmer I                                   | (see 1) 21.92 |
| 14072 - Computer Programmer II                                  | (see 1) 26.84 |
| 14073 - Computer Programmer III                                 | (see 1)       |
| 14074 - Computer Programmer IV                                  | (see 1)       |
| 14101 - Computer Systems Analyst I                              | (see 1)       |
| 14102 - Computer Systems Analyst II                             | (see 1)       |
| 14103 - Computer Systems Analyst III                            | (see 1)       |
| 14150 - Peripheral Equipment Operator                           | 15.80         |
| 14160 - Personal Computer Support Technician                    | 24.72         |
| 15000 - Instructional Occupations                               |               |
| 15010 - Aircrew Training Devices Instructor (Non-Rated)         | 26.06         |
| 15020 - Aircrew Training Devices Instructor (Rated)             | 33.90         |
| 15030 - Air Crew Training Devices Instructor (Pilot)            | 37.39         |
| 15050 - Computer Based Training Specialist / Instructor         | 30.03         |
| 15060 - Educational Technologist                                | 28.07         |
| 15070 - Flight Instructor (Pilot)                               | 37.39         |
| 15080 - Graphic Artist  | 22.58         |
| 15090 - Technical Instructor                                    | 19.12         |
| 15095 - Technical Instructor/Course Developer                   | 23.39         |
| 15110 - Test Proctor  | 16.27         |
| 15120 - Tutor   | 16.27         |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations |               |
| 16010 - Assembler   | 9.37          |
| 16030 - Counter Attendant                                       | 9.37          |
| 16040 - Dry Cleaner   | 11.26         |
| 16070 - Finisher, Flatwork, Machine                             | 9.37          |
| 16090 - Presser, Hand   | 9.37          |
| 16110 - Presser, Machine, Drycleaning                           | 9.37          |
| 16130 - Presser, Machine, Shirts                                | 9.37          |
| 16160 - Presser, Machine, Wearing Apparel, Laundry              | 9.37          |
| 16190 - Sewing Machine Operator                                 | 11.98         |
| 16220 - Tailor  | 12.61         |
| 16250 - Washer, Machine   | 9.95          |
| 19000 - Machine Tool Operation And Repair Occupations           |               |
| 19010 - Machine-Tool Operator (Tool Room)                       | 15.39         |
| 19040 - Tool And Die Maker                                      | 18.76         |
| 21000 - Materials Handling And Packing Occupations              |               |
| 21020 - Forklift Operator                                       | 13.20         |
| 21030 - Material Coordinator                                    | 17.14         |
| 21040 - Material Expediter                                      | 17.14         |
| 21050 - Material Handling Laborer                               | 10.43         |
| 21071 - Order Filler  | 10.37         |
| 21080 - Production Line Worker (Food Processing)                | 13.20         |
| 21110 - Shipping Packer   | 11.88         |
| 21130 - Shipping/Receiving Clerk                                | 11.88         |
| 21140 - Store Worker I  | 9.67          |



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| 21150 - Stock Clerk  | 13.77 |
| 21210 - Tools And Parts Attendant  | 13.48 |
| 21410 - Warehouse Specialist   | 13.75 |
| 23000 - Mechanics And Maintenance And Repair Occupations                           |       |
| 23010 - Aerospace Structural Welder  | 24.90 |
| 23021 - Aircraft Mechanic I  | 23.47 |
| 23022 - Aircraft Mechanic II   | 24.90 |
| 23023 - Aircraft Mechanic III  | 31.74 |
| 23040 - Aircraft Mechanic Helper   | 17.38 |
| 23050 - Aircraft, Painter  | 21.90 |
| 23060 - Aircraft Servicer  | 19.70 |
| 23080 - Aircraft Worker  | 21.10 |
| 23110 - Appliance Mechanic   | 16.48 |
| 23120 - Bicycle Repairer   | 12.47 |
| 23125 - Cable Splicer  | 24.89 |
| 23130 - Carpenter, Maintenance   | 16.72 |
| 23140 - Carpet Layer   | 17.76 |
| 23160 - Electrician, Maintenance   | 18.03 |
| 23181 - Electronics Technician Maintenance I                                       | 17.87 |
| 23182 - Electronics Technician Maintenance II                                      | 19.14 |
| 23183 - Electronics Technician Maintenance III                                     | 20.39 |
| 23260 - Fabric Worker  | 14.72 |
| 23290 - Fire Alarm System Mechanic   | 17.86 |
| 23310 - Fire Extinguisher Repairer   | 13.61 |
| 23311 - Fuel Distribution System Mechanic  | 19.15 |
| 23312 - Fuel Distribution System Operator  | 16.65 |
| 23370 - General Maintenance Worker   | 15.66 |
| 23380 - Ground Support Equipment Mechanic  | 21.60 |
| 23381 - Ground Support Equipment Servicer  | 18.14 |
| 23382 - Ground Support Equipment Worker  | 19.43 |
| 23391 - Gunsmith I   | 13.61 |
| 23392 - Gunsmith II  | 15.80 |
| 23393 - Gunsmith III   | 18.03 |
| 23410 - Heating, Ventilation And Air-Conditioning<br>Mechanic                      | 16.94 |
| 23411 - Heating, Ventilation And Air Contditioning<br>Mechanic (Research Facility) | 18.33 |
| 23430 - Heavy Equipment Mechanic   | 17.78 |
| 23440 - Heavy Equipment Operator   | 16.92 |
| 23460 - Instrument Mechanic  | 16.99 |
| 23465 - Laboratory/Shelter Mechanic  | 16.92 |
| 23470 - Laborer  | 12.73 |
| 23510 - Locksmith  | 17.34 |
| 23530 - Machinery Maintenance Mechanic   | 19.66 |
| 23550 - Machinist, Maintenance   | 17.28 |
| 23580 - Maintenance Trades Helper  | 11.67 |
| 23591 - Metrology Technician I   | 16.99 |
| 23592 - Metrology Technician II  | 18.03 |
| 23593 - Metrology Technician III   | 19.08 |
| 23640 - Millwright   | 20.77 |
| 23710 - Office Appliance Repairer  | 18.26 |
| 23760 - Painter, Maintenance   | 14.70 |

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|--|-------|
| 23790 - Pipefitter, Maintenance                              | 16.68 |
| 23810 - Plumber, Maintenance                                 | 15.85 |
| 23820 - Pneudraulic Systems Mechanic                         | 18.03 |
| 23850 - Rigger   | 20.99 |
| 23870 - Scale Mechanic                                       | 15.80 |
| 23890 - Sheet-Metal Worker, Maintenance                      | 17.37 |
| 23910 - Small Engine Mechanic                                | 15.35 |
| 23931 - Telecommunications Mechanic I                        | 20.07 |
| 23932 - Telecommunications Mechanic II                       | 21.09 |
| 23950 - Telephone Lineman                                    | 18.35 |
| 23960 - Welder, Combination, Maintenance                     | 16.83 |
| 23965 - Well Driller   | 17.53 |
| 23970 - Woodcraft Worker                                     | 18.03 |
| 23980 - Woodworker   | 12.97 |
| 24000 - Personal Needs Occupations                           |       |
| 24570 - Child Care Attendant                                 | 11.67 |
| 24580 - Child Care Center Clerk                              | 14.56 |
| 24610 - Chore Aide   | 8.38  |
| 24620 - Family Readiness And Support Services<br>Coordinator | 13.81 |
| 24630 - Homemaker  | 16.63 |
| 25000 - Plant And System Operations Occupations              |       |
| 25010 - Boiler Tender  | 22.85 |
| 25040 - Sewage Plant Operator                                | 19.63 |
| 25070 - Stationary Engineer                                  | 22.85 |
| 25190 - Ventilation Equipment Tender                         | 13.45 |
| 25210 - Water Treatment Plant Operator                       | 19.63 |
| 27000 - Protective Service Occupations                       |       |
| 27004 - Alarm Monitor  | 16.05 |
| 27007 - Baggage Inspector                                    | 10.98 |
| 27008 - Corrections Officer                                  | 18.26 |
| 27010 - Court Security Officer                               | 19.12 |
| 27030 - Detection Dog Handler                                | 16.11 |
| 27040 - Detention Officer                                    | 18.26 |
| 27070 - Firefighter  | 17.72 |
| 27101 - Guard I  | 10.98 |
| 27102 - Guard II   | 16.05 |
| 27131 - Police Officer I                                     | 23.43 |
| 27132 - Police Officer II                                    | 26.02 |
| 28000 - Recreation Occupations                               |       |
| 28041 - Carnival Equipment Operator                          | 11.69 |
| 28042 - Carnival Equipment Repairer                          | 12.42 |
| 28043 - Carnival Equipment Worker                            | 9.56  |
| 28210 - Gate Attendant/Gate Tender                           | 12.08 |
| 28310 - Lifeguard  | 11.34 |
| 28350 - Park Attendant (Aide)                                | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant            | 9.56  |
| 28515 - Recreation Specialist                                | 11.83 |
| 28630 - Sports Official                                      | 11.34 |
| 28690 - Swimming Pool Operator                               | 16.23 |
| 29000 - Stevedoring/Longshoremen Occupational Services       |       |
| 29010 - Blocker And Bracer                                   | 19.23 |

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|--|-------|
| 29020 - Hatch Tender   | 19.23 |
| 29030 - Line Handler   | 19.23 |
| 29041 - Stevedore I  | 16.54 |
| 29042 - Stevedore II   | 20.59 |
| 30000 - Technical Occupations                                  |       |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2)   | 35.15 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  | 24.24 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 26.69 |
| 30021 - Archeological Technician I                             | 16.77 |
| 30022 - Archeological Technician II                            | 19.07 |
| 30023 - Archeological Technician III                           | 23.54 |
| 30030 - Cartographic Technician                                | 23.24 |
| 30040 - Civil Engineering Technician                           | 19.30 |
| 30061 - Drafter/CAD Operator I                                 | 16.77 |
| 30062 - Drafter/CAD Operator II                                | 18.52 |
| 30063 - Drafter/CAD Operator III                               | 20.92 |
| 30064 - Drafter/CAD Operator IV                                | 25.74 |
| 30081 - Engineering Technician I                               | 15.95 |
| 30082 - Engineering Technician II                              | 17.72 |
| 30083 - Engineering Technician III                             | 20.85 |
| 30084 - Engineering Technician IV                              | 23.50 |
| 30085 - Engineering Technician V                               | 28.65 |
| 30086 - Engineering Technician VI                              | 34.77 |
| 30090 - Environmental Technician                               | 16.52 |
| 30210 - Laboratory Technician                                  | 18.95 |
| 30240 - Mathematical Technician                                | 24.18 |
| 30361 - Paralegal/Legal Assistant I                            | 19.15 |
| 30362 - Paralegal/Legal Assistant II                           | 22.24 |
| 30363 - Paralegal/Legal Assistant III                          | 25.39 |
| 30364 - Paralegal/Legal Assistant IV                           | 33.61 |
| 30390 - Photo-Optics Technician                                | 23.24 |
| 30461 - Technical Writer I                                     | 19.45 |
| 30462 - Technical Writer II                                    | 23.79 |
| 30463 - Technical Writer III                                   | 27.19 |
| 30491 - Unexploded Ordnance (UXO) Technician I                 | 22.34 |
| 30492 - Unexploded Ordnance (UXO) Technician II                | 27.03 |
| 30493 - Unexploded Ordnance (UXO) Technician III               | 32.40 |
| 30494 - Unexploded (UXO) Safety Escort                         | 22.34 |
| 30495 - Unexploded (UXO) Sweep Personnel                       | 22.34 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2)        | 20.92 |
| Surface Programs   |       |
| 30621 - Weather Observer, Senior (see 2)                       | 23.24 |
| 31000 - Transportation/Mobile Equipment Operation Occupations  |       |
| 31020 - Bus Aide   | 9.19  |
| 31030 - Bus Driver   | 15.24 |
| 31043 - Driver Courier   | 13.30 |
| 31260 - Parking and Lot Attendant                              | 8.29  |
| 31290 - Shuttle Bus Driver                                     | 15.10 |
| 31310 - Taxi Driver  | 10.99 |
| 31361 - Truckdriver, Light                                     | 15.10 |
| 31362 - Truckdriver, Medium                                    | 16.10 |
| 31363 - Truckdriver, Heavy                                     | 18.56 |



|   |       |
|---|-------|
| 31364 - Truckdriver, Tractor-Trailer    | 18.56 |
| 99000 - Miscellaneous Occupations       |       |
| 99030 - Cashier                         | 9.94  |
| 99050 - Desk Clerk                      | 12.38 |
| 99095 - Embalmer                        | 20.05 |
| 99251 - Laboratory Animal Caretaker I   | 9.98  |
| 99252 - Laboratory Animal Caretaker II  | 10.48 |
| 99310 - Mortician                       | 23.94 |
| 99410 - Pest Controller                 | 15.34 |
| 99510 - Photofinishing Worker           | 11.37 |
| 99710 - Recycling Laborer               | 14.88 |
| 99711 - Recycling Specialist            | 17.34 |
| 99730 - Refuse Collector                | 13.54 |
| 99810 - Sales Clerk                     | 13.26 |
| 99820 - School Crossing Guard           | 9.24  |
| 99830 - Survey Party Chief              | 17.68 |
| 99831 - Surveying Aide                  | 12.13 |
| 99832 - Surveying Technician            | 16.63 |
| 99840 - Vending Machine Attendant       | 12.90 |
| 99841 - Vending Machine Repairer        | 16.51 |
| 99842 - Vending Machine Repairer Helper | 13.05 |

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.35 per hour or \$134.00 per week or \$580.66 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 5 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 NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per

week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

**HAZARDOUS PAY DIFFERENTIAL:** 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(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.

WD 05-2537 (Rev.-10) was first posted on www.wdol.gov on 06/23/2009

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REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Shirley F. Ebbesen            Division of  
Director                      Wage Determinations

Wage Determination No.: 2005-2537  
Revision No.: 10  
Date Of Revision: 06/17/2009

State: Vermont  
Area: Vermont Statewide

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

| OCCUPATION CODE - TITLE                                 | FOOTNOTE | RATE  |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations |          |       |
| 01011 - Accounting Clerk I                              |          | 13.73 |
| 01012 - Accounting Clerk II                             |          | 15.43 |
| 01013 - Accounting Clerk III                            |          | 17.33 |
| 01020 - Administrative Assistant                        |          | 18.70 |
| 01040 - Court Reporter                                  |          | 14.80 |
| 01051 - Data Entry Operator I                           |          | 13.08 |
| 01052 - Data Entry Operator II                          |          | 14.27 |
| 01060 - Dispatcher, Motor Vehicle                       |          | 17.45 |
| 01070 - Document Preparation Clerk                      |          | 13.20 |
| 01090 - Duplicating Machine Operator                    |          | 13.20 |
| 01111 - General Clerk I                                 |          | 14.54 |
| 01112 - General Clerk II                                |          | 17.21 |
| 01113 - General Clerk III                               |          | 19.27 |
| 01120 - Housing Referral Assistant                      |          | 16.51 |
| 01141 - Messenger Courier                               |          | 11.47 |
| 01191 - Order Clerk I                                   |          | 13.64 |
| 01192 - Order Clerk II                                  |          | 14.88 |
| 01261 - Personnel Assistant (Employment) I              |          | 14.96 |
| 01262 - Personnel Assistant (Employment) II             |          | 16.73 |
| 01263 - Personnel Assistant (Employment) III            |          | 18.65 |
| 01270 - Production Control Clerk                        |          | 18.58 |
| 01280 - Receptionist                                    |          | 12.23 |
| 01290 - Rental Clerk                                    |          | 12.23 |
| 01300 - Scheduler, Maintenance                          |          | 13.24 |
| 01311 - Secretary I                                     |          | 13.24 |
| 01312 - Secretary II                                    |          | 14.80 |
| 01313 - Secretary III                                   |          | 16.51 |
| 01320 - Service Order Dispatcher                        |          | 15.86 |
| 01410 - Supply Technician                               |          | 18.70 |
| 01420 - Survey Worker                                   |          | 12.53 |
| 01531 - Travel Clerk I                                  |          | 12.02 |
| 01532 - Travel Clerk II                                 |          | 13.10 |

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|--|-------|
| 01533 - Travel Clerk III                             | 14.25 |
| 01611 - Word Processor I                             | 11.40 |
| 01612 - Word Processor II                            | 12.76 |
| 01613 - Word Processor III                           | 14.22 |
| 05000 - Automotive Service Occupations               |       |
| 05005 - Automobile Body Repairer, Fiberglass         | 16.55 |
| 05010 - Automotive Electrician                       | 15.27 |
| 05040 - Automotive Glass Installer                   | 14.63 |
| 05070 - Automotive Worker                            | 14.63 |
| 05110 - Mobile Equipment Servicer                    | 13.52 |
| 05130 - Motor Equipment Metal Mechanic               | 15.90 |
| 05160 - Motor Equipment Metal Worker                 | 14.63 |
| 05190 - Motor Vehicle Mechanic                       | 15.90 |
| 05220 - Motor Vehicle Mechanic Helper                | 12.88 |
| 05250 - Motor Vehicle Upholstery Worker              | 14.15 |
| 05280 - Motor Vehicle Wrecker                        | 14.63 |
| 05310 - Painter, Automotive                          | 15.27 |
| 05340 - Radiator Repair Specialist                   | 14.63 |
| 05370 - Tire Repairer                                | 13.13 |
| 05400 - Transmission Repair Specialist               | 15.90 |
| 07000 - Food Preparation And Service Occupations     |       |
| 07010 - Baker  | 12.21 |
| 07041 - Cook I                                       | 10.44 |
| 07042 - Cook II                                      | 13.00 |
| 07070 - Dishwasher                                   | 8.80  |
| 07130 - Food Service Worker                          | 9.75  |
| 07210 - Meat Cutter                                  | 16.94 |
| 07260 - Waiter/Waitress                              | 10.77 |
| 09000 - Furniture Maintenance And Repair Occupations |       |
| 09010 - Electrostatic Spray Painter                  | 14.40 |
| 09040 - Furniture Handler                            | 11.52 |
| 09080 - Furniture Refinisher                         | 14.66 |
| 09090 - Furniture Refinisher Helper                  | 12.37 |
| 09110 - Furniture Repairer, Minor                    | 13.59 |
| 09130 - Upholsterer                                  | 14.91 |
| 11000 - General Services And Support Occupations     |       |
| 11030 - Cleaner, Vehicles                            | 11.42 |
| 11060 - Elevator Operator                            | 11.42 |
| 11090 - Gardener                                     | 14.19 |
| 11122 - Housekeeping Aide                            | 11.44 |
| 11150 - Janitor                                      | 11.44 |
| 11210 - Laborer, Grounds Maintenance                 | 12.68 |
| 11240 - Maid or Houseman                             | 10.20 |
| 11260 - Pruner                                       | 11.78 |
| 11270 - Tractor Operator                             | 14.18 |
| 11330 - Trail Maintenance Worker                     | 12.68 |
| 11360 - Window Cleaner                               | 12.18 |
| 12000 - Health Occupations                           |       |
| 12010 - Ambulance Driver                             | 14.17 |
| 12011 - Breath Alcohol Technician                    | 15.58 |
| 12012 - Certified Occupational Therapist Assistant   | 18.69 |
| 12015 - Certified Physical Therapist Assistant       | 19.62 |



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|--|-------|
| 12020 - Dental Assistant                                     | 16.31 |
| 12025 - Dental Hygienist                                     | 27.58 |
| 12030 - EKG Technician                                       | 23.62 |
| 12035 - Electroneurodiagnostic Technologist                  | 23.62 |
| 12040 - Emergency Medical Technician                         | 14.17 |
| 12071 - Licensed Practical Nurse I                           | 14.72 |
| 12072 - Licensed Practical Nurse II                          | 16.52 |
| 12073 - Licensed Practical Nurse III                         | 18.61 |
| 12100 - Medical Assistant                                    | 14.62 |
| 12130 - Medical Laboratory Technician                        | 14.81 |
| 12160 - Medical Record Clerk                                 | 13.93 |
| 12190 - Medical Record Technician                            | 15.44 |
| 12195 - Medical Transcriptionist                             | 14.28 |
| 12210 - Nuclear Medicine Technologist                        | 34.28 |
| 12221 - Nursing Assistant I                                  | 10.97 |
| 12222 - Nursing Assistant II                                 | 11.71 |
| 12223 - Nursing Assistant III                                | 12.78 |
| 12224 - Nursing Assistant IV                                 | 14.33 |
| 12235 - Optical Dispenser                                    | 18.51 |
| 12236 - Optical Technician                                   | 14.72 |
| 12250 - Pharmacy Technician                                  | 12.86 |
| 12280 - Phlebotomist   | 14.33 |
| 12305 - Radiologic Technologist                              | 24.60 |
| 12311 - Registered Nurse I                                   | 20.83 |
| 12312 - Registered Nurse II                                  | 25.47 |
| 12313 - Registered Nurse II, Specialist                      | 25.47 |
| 12314 - Registered Nurse III                                 | 30.81 |
| 12315 - Registered Nurse III, Anesthetist                    | 30.81 |
| 12316 - Registered Nurse IV                                  | 36.37 |
| 12317 - Scheduler (Drug and Alcohol Testing)                 | 19.30 |
| 13000 - Information And Arts Occupations                     |       |
| 13011 - Exhibits Specialist I                                | 17.25 |
| 13012 - Exhibits Specialist II                               | 18.65 |
| 13013 - Exhibits Specialist III                              | 22.83 |
| 13041 - Illustrator I  | 20.19 |
| 13042 - Illustrator II                                       | 23.61 |
| 13043 - Illustrator III                                      | 28.82 |
| 13047 - Librarian  | 20.66 |
| 13050 - Library Aide/Clerk                                   | 11.86 |
| 13054 - Library Information Technology Systems Administrator | 18.26 |
| 13058 - Library Technician                                   | 13.04 |
| 13061 - Media Specialist I                                   | 13.29 |
| 13062 - Media Specialist II                                  | 14.78 |
| 13063 - Media Specialist III                                 | 16.58 |
| 13071 - Photographer I                                       | 16.33 |
| 13072 - Photographer II                                      | 19.09 |
| 13073 - Photographer III                                     | 25.14 |
| 13074 - Photographer IV                                      | 29.49 |
| 13075 - Photographer V                                       | 41.21 |
| 13110 - Video Teleconference Technician                      | 14.34 |
| 14000 - Information Technology Occupations                   |       |

|   |                 |
|---|-----------------|
| 14041 - Computer Operator I                                     | 15.90           |
| 14042 - Computer Operator II                                    | 17.78           |
| 14043 - Computer Operator III                                   | 19.83           |
| 14044 - Computer Operator IV                                    | 23.48           |
| 14045 - Computer Operator V                                     | 26.06           |
| 14071 - Computer Programmer I                                   | (see 1,2) 20.80 |
| 14072 - Computer Programmer II                                  | (see 1,2) 25.82 |
| 14073 - Computer Programmer III                                 | (see 1)         |
| 14074 - Computer Programmer IV                                  | (see 1)         |
| 14101 - Computer Systems Analyst I                              | (see 1)         |
| 14102 - Computer Systems Analyst II                             | (see 1)         |
| 14103 - Computer Systems Analyst III                            | (see 1)         |
| 14150 - Peripheral Equipment Operator                           | 15.90           |
| 14160 - Personal Computer Support Technician                    | 26.06           |
| 15000 - Instructional Occupations                               |                 |
| 15010 - Aircrew Training Devices Instructor (Non-Rated)         | 28.07           |
| 15020 - Aircrew Training Devices Instructor (Rated)             | 33.98           |
| 15030 - Air Crew Training Devices Instructor (Pilot)            | 40.44           |
| 15050 - Computer Based Training Specialist / Instructor         | 28.07           |
| 15060 - Educational Technologist                                | 24.63           |
| 15070 - Flight Instructor (Pilot)                               | 40.44           |
| 15080 - Graphic Artist  | 19.48           |
| 15090 - Technical Instructor                                    | 18.97           |
| 15095 - Technical Instructor/Course Developer                   | 24.27           |
| 15110 - Test Proctor  | 15.31           |
| 15120 - Tutor   | 15.31           |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations |                 |
| 16010 - Assembler   | 9.42            |
| 16030 - Counter Attendant                                       | 9.42            |
| 16040 - Dry Cleaner   | 12.71           |
| 16070 - Finisher, Flatwork, Machine                             | 9.42            |
| 16090 - Presser, Hand   | 9.42            |
| 16110 - Presser, Machine, Drycleaning                           | 9.42            |
| 16130 - Presser, Machine, Shirts                                | 9.42            |
| 16160 - Presser, Machine, Wearing Apparel, Laundry              | 9.42            |
| 16190 - Sewing Machine Operator                                 | 11.71           |
| 16220 - Tailor  | 12.34           |
| 16250 - Washer, Machine   | 9.96            |
| 19000 - Machine Tool Operation And Repair Occupations           |                 |
| 19010 - Machine-Tool Operator (Tool Room)                       | 15.63           |
| 19040 - Tool And Die Maker                                      | 21.71           |
| 21000 - Materials Handling And Packing Occupations              |                 |
| 21020 - Forklift Operator                                       | 14.05           |
| 21030 - Material Coordinator                                    | 18.58           |
| 21040 - Material Expediter                                      | 18.58           |
| 21050 - Material Handling Laborer                               | 11.70           |
| 21071 - Order Filler  | 11.38           |
| 21080 - Production Line Worker (Food Processing)                | 14.05           |
| 21110 - Shipping Packer   | 13.99           |
| 21130 - Shipping/Receiving Clerk                                | 13.99           |
| 21140 - Store Worker I  | 12.39           |
| 21150 - Stock Clerk   | 15.44           |



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| 21210 - Tools And Parts Attendant  | 14.05 |
| 21410 - Warehouse Specialist   | 14.05 |
| 23000 - Mechanics And Maintenance And Repair Occupations                           |       |
| 23010 - Aerospace Structural Welder  | 22.50 |
| 23021 - Aircraft Mechanic I  | 21.66 |
| 23022 - Aircraft Mechanic II   | 22.72 |
| 23023 - Aircraft Mechanic III  | 23.35 |
| 23040 - Aircraft Mechanic Helper   | 17.55 |
| 23050 - Aircraft, Painter  | 20.78 |
| 23060 - Aircraft Servicer  | 19.30 |
| 23080 - Aircraft Worker  | 19.94 |
| 23110 - Appliance Mechanic   | 15.84 |
| 23120 - Bicycle Repairer   | 12.32 |
| 23125 - Cable Splicer  | 25.01 |
| 23130 - Carpenter, Maintenance   | 17.94 |
| 23140 - Carpet Layer   | 15.98 |
| 23160 - Electrician, Maintenance   | 18.79 |
| 23181 - Electronics Technician Maintenance I                                       | 21.59 |
| 23182 - Electronics Technician Maintenance II                                      | 23.57 |
| 23183 - Electronics Technician Maintenance III                                     | 25.41 |
| 23260 - Fabric Worker  | 18.59 |
| 23290 - Fire Alarm System Mechanic   | 18.56 |
| 23310 - Fire Extinguisher Repairer   | 16.47 |
| 23311 - Fuel Distribution System Mechanic  | 19.00 |
| 23312 - Fuel Distribution System Operator  | 16.76 |
| 23370 - General Maintenance Worker   | 15.72 |
| 23380 - Ground Support Equipment Mechanic  | 21.66 |
| 23381 - Ground Support Equipment Servicer  | 19.30 |
| 23382 - Ground Support Equipment Worker  | 19.94 |
| 23391 - Gunsmith I   | 16.47 |
| 23392 - Gunsmith II  | 18.15 |
| 23393 - Gunsmith III   | 19.75 |
| 23410 - Heating, Ventilation And Air-Conditioning<br>Mechanic                      | 19.64 |
| 23411 - Heating, Ventilation And Air Contditioning<br>Mechanic (Research Facility) | 20.41 |
| 23430 - Heavy Equipment Mechanic   | 19.11 |
| 23440 - Heavy Equipment Operator   | 17.36 |
| 23460 - Instrument Mechanic  | 19.75 |
| 23465 - Laboratory/Shelter Mechanic  | 18.94 |
| 23470 - Laborer  | 11.70 |
| 23510 - Locksmith  | 18.94 |
| 23530 - Machinery Maintenance Mechanic   | 19.08 |
| 23550 - Machinist, Maintenance   | 17.59 |
| 23580 - Maintenance Trades Helper  | 12.15 |
| 23591 - Metrology Technician I   | 19.75 |
| 23592 - Metrology Technician II  | 20.52 |
| 23593 - Metrology Technician III   | 21.29 |
| 23640 - Millwright   | 20.48 |
| 23710 - Office Appliance Repairer  | 19.90 |
| 23760 - Painter, Maintenance   | 15.23 |
| 23790 - Pipefitter, Maintenance  | 20.35 |



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| 23810 - Plumber, Maintenance                                 | 19.49 |
| 23820 - Pneudraulic Systems Mechanic                         | 19.75 |
| 23850 - Rigger   | 19.75 |
| 23870 - Scale Mechanic                                       | 18.15 |
| 23890 - Sheet-Metal Worker, Maintenance                      | 16.90 |
| 23910 - Small Engine Mechanic                                | 13.80 |
| 23931 - Telecommunications Mechanic I                        | 21.40 |
| 23932 - Telecommunications Mechanic II                       | 24.71 |
| 23950 - Telephone Lineman                                    | 25.04 |
| 23960 - Welder, Combination, Maintenance                     | 16.28 |
| 23965 - Well Driller   | 16.95 |
| 23970 - Woodcraft Worker                                     | 19.75 |
| 23980 - Woodworker   | 12.75 |
| 24000 - Personal Needs Occupations                           |       |
| 24570 - Child Care Attendant                                 | 11.51 |
| 24580 - Child Care Center Clerk                              | 14.35 |
| 24610 - Chore Aide   | 11.51 |
| 24620 - Family Readiness And Support Services<br>Coordinator | 14.81 |
| 24630 - Homemaker  | 15.94 |
| 25000 - Plant And System Operations Occupations              |       |
| 25010 - Boiler Tender  | 17.92 |
| 25040 - Sewage Plant Operator                                | 17.73 |
| 25070 - Stationary Engineer                                  | 17.92 |
| 25190 - Ventilation Equipment Tender                         | 14.61 |
| 25210 - Water Treatment Plant Operator                       | 17.73 |
| 27000 - Protective Service Occupations                       |       |
| 27004 - Alarm Monitor  | 16.68 |
| 27007 - Baggage Inspector                                    | 13.79 |
| 27008 - Corrections Officer                                  | 18.44 |
| 27010 - Court Security Officer                               | 18.44 |
| 27030 - Detection Dog Handler                                | 16.46 |
| 27040 - Detention Officer                                    | 18.44 |
| 27070 - Firefighter  | 16.38 |
| 27101 - Guard I  | 13.79 |
| 27102 - Guard II   | 16.46 |
| 27131 - Police Officer I                                     | 20.49 |
| 27132 - Police Officer II                                    | 22.78 |
| 28000 - Recreation Occupations                               |       |
| 28041 - Carnival Equipment Operator                          | 12.72 |
| 28042 - Carnival Equipment Repairer                          | 13.38 |
| 28043 - Carnival Equipment Worker                            | 9.65  |
| 28210 - Gate Attendant/Gate Tender                           | 13.35 |
| 28310 - Lifeguard  | 14.19 |
| 28350 - Park Attendant (Aide)                                | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant            | 10.90 |
| 28515 - Recreation Specialist                                | 15.88 |
| 28630 - Sports Official                                      | 12.47 |
| 28690 - Swimming Pool Operator                               | 18.65 |
| 29000 - Stevedoring/Longshoremen Occupational Services       |       |
| 29010 - Blocker And Bracer                                   | 17.08 |
| 29020 - Hatch Tender   | 17.08 |

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| 29030 - Line Handler   | 17.08 |
| 29041 - Stevedore I  | 16.29 |
| 29042 - Stevedore II   | 17.83 |
| 30000 - Technical Occupations                                  |       |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 3)   | 35.15 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 3)  | 24.24 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 3) | 26.69 |
| 30021 - Archeological Technician I                             | 16.36 |
| 30022 - Archeological Technician II                            | 17.39 |
| 30023 - Archeological Technician III                           | 22.73 |
| 30030 - Cartographic Technician                                | 24.09 |
| 30040 - Civil Engineering Technician                           | 22.10 |
| 30061 - Drafter/CAD Operator I                                 | 17.03 |
| 30062 - Drafter/CAD Operator II                                | 20.99 |
| 30063 - Drafter/CAD Operator III                               | 22.68 |
| 30064 - Drafter/CAD Operator IV                                | 25.23 |
| 30081 - Engineering Technician I                               | 14.54 |
| 30082 - Engineering Technician II                              | 16.89 |
| 30083 - Engineering Technician III                             | 18.91 |
| 30084 - Engineering Technician IV                              | 23.43 |
| 30085 - Engineering Technician V                               | 28.65 |
| 30086 - Engineering Technician VI                              | 34.68 |
| 30090 - Environmental Technician                               | 17.06 |
| 30210 - Laboratory Technician                                  | 18.73 |
| 30240 - Mathematical Technician                                | 25.23 |
| 30361 - Paralegal/Legal Assistant I                            | 17.28 |
| 30362 - Paralegal/Legal Assistant II                           | 23.65 |
| 30363 - Paralegal/Legal Assistant III                          | 28.94 |
| 30364 - Paralegal/Legal Assistant IV                           | 35.02 |
| 30390 - Photo-Optics Technician                                | 25.99 |
| 30461 - Technical Writer I                                     | 20.02 |
| 30462 - Technical Writer II                                    | 24.50 |
| 30463 - Technical Writer III                                   | 29.62 |
| 30491 - Unexploded Ordnance (UXO) Technician I                 | 22.34 |
| 30492 - Unexploded Ordnance (UXO) Technician II                | 27.03 |
| 30493 - Unexploded Ordnance (UXO) Technician III               | 32.40 |
| 30494 - Unexploded (UXO) Safety Escort                         | 22.34 |
| 30495 - Unexploded (UXO) Sweep Personnel                       | 22.34 |
| 30620 - Weather Observer, Combined Upper Air Or (see 3)        | 19.59 |
| Surface Programs   |       |
| 30621 - Weather Observer, Senior (see 3)                       | 24.12 |
| 31000 - Transportation/Mobile Equipment Operation Occupations  |       |
| 31020 - Bus Aide   | 10.52 |
| 31030 - Bus Driver   | 13.42 |
| 31043 - Driver Courier   | 13.88 |
| 31260 - Parking and Lot Attendant                              | 10.17 |
| 31290 - Shuttle Bus Driver                                     | 14.74 |
| 31310 - Taxi Driver  | 10.97 |
| 31361 - Truckdriver, Light                                     | 14.74 |
| 31362 - Truckdriver, Medium                                    | 15.38 |
| 31363 - Truckdriver, Heavy                                     | 17.06 |
| 31364 - Truckdriver, Tractor-Trailer                           | 17.06 |

|   |       |
|---|-------|
| 99000 - Miscellaneous Occupations       |       |
| 99030 - Cashier                         | 9.29  |
| 99050 - Desk Clerk                      | 11.29 |
| 99095 - Embalmer                        | 23.74 |
| 99251 - Laboratory Animal Caretaker I   | 9.96  |
| 99252 - Laboratory Animal Caretaker II  | 10.57 |
| 99310 - Mortician                       | 27.42 |
| 99410 - Pest Controller                 | 16.73 |
| 99510 - Photofinishing Worker           | 13.13 |
| 99710 - Recycling Laborer               | 13.65 |
| 99711 - Recycling Specialist            | 15.56 |
| 99730 - Refuse Collector                | 12.69 |
| 99810 - Sales Clerk                     | 12.57 |
| 99820 - School Crossing Guard           | 12.01 |
| 99830 - Survey Party Chief              | 19.19 |
| 99831 - Surveying Aide                  | 12.71 |
| 99832 - Surveying Technician            | 17.44 |
| 99840 - Vending Machine Attendant       | 14.23 |
| 99841 - Vending Machine Repairer        | 16.19 |
| 99842 - Vending Machine Repairer Helper | 14.23 |

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.35 per hour or \$134.00 per week or \$580.66 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 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 4.174)

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

- 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) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because



most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

3) 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 ordinance, 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.

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.

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/>.



WD 05-2103 (Rev.-8) was first posted on www.wdol.gov on 06/02/2009

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REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Shirley F. Ebbesen                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2005-2103  
Revision No.: 8  
Date Of Revision: 05/26/2009

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide  
Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince  
George's, St Mary's  
Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier,  
King George, Loudoun, Prince William, Stafford

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

| OCCUPATION CODE - TITLE                                 | FOOTNOTE | RATE  |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations |          |       |
| 01011 - Accounting Clerk I                              |          | 14.05 |
| 01012 - Accounting Clerk II                             |          | 15.78 |
| 01013 - Accounting Clerk III                            |          | 20.27 |
| 01020 - Administrative Assistant                        |          | 28.55 |
| 01040 - Court Reporter                                  |          | 19.95 |
| 01051 - Data Entry Operator I                           |          | 14.38 |
| 01052 - Data Entry Operator II                          |          | 15.69 |
| 01060 - Dispatcher, Motor Vehicle                       |          | 16.94 |
| 01070 - Document Preparation Clerk                      |          | 14.21 |
| 01090 - Duplicating Machine Operator                    |          | 14.21 |
| 01111 - General Clerk I                                 |          | 13.92 |
| 01112 - General Clerk II                                |          | 15.32 |
| 01113 - General Clerk III                               |          | 18.74 |
| 01120 - Housing Referral Assistant                      |          | 25.29 |
| 01141 - Messenger Courier                               |          | 12.38 |
| 01191 - Order Clerk I                                   |          | 14.85 |
| 01192 - Order Clerk II                                  |          | 16.29 |
| 01261 - Personnel Assistant (Employment) I              |          | 17.31 |
| 01262 - Personnel Assistant (Employment) II             |          | 19.36 |
| 01263 - Personnel Assistant (Employment) III            |          | 21.66 |
| 01270 - Production Control Clerk                        |          | 22.03 |
| 01280 - Receptionist                                    |          | 14.12 |
| 01290 - Rental Clerk                                    |          | 16.55 |
| 01300 - Scheduler, Maintenance                          |          | 17.49 |
| 01311 - Secretary I                                     |          | 17.49 |
| 01312 - Secretary II                                    |          | 19.70 |
| 01313 - Secretary III                                   |          | 25.29 |

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|--|-------|
| 01320 - Service Order Dispatcher                     | 16.10 |
| 01410 - Supply Technician                            | 28.55 |
| 01420 - Survey Worker                                | 19.46 |
| 01531 - Travel Clerk I                               | 12.92 |
| 01532 - Travel Clerk II                              | 13.89 |
| 01533 - Travel Clerk III                             | 14.92 |
| 01611 - Word Processor I                             | 14.21 |
| 01612 - Word Processor II                            | 16.65 |
| 01613 - Word Processor III                           | 19.95 |
| 05000 - Automotive Service Occupations               |       |
| 05005 - Automobile Body Repairer, Fiberglass         | 25.26 |
| 05010 - Automotive Electrician                       | 23.51 |
| 05040 - Automotive Glass Installer                   | 22.15 |
| 05070 - Automotive Worker                            | 22.15 |
| 05110 - Mobile Equipment Servicer                    | 19.04 |
| 05130 - Motor Equipment Metal Mechanic               | 24.78 |
| 05160 - Motor Equipment Metal Worker                 | 22.15 |
| 05190 - Motor Vehicle Mechanic                       | 24.78 |
| 05220 - Motor Vehicle Mechanic Helper                | 18.49 |
| 05250 - Motor Vehicle Upholstery Worker              | 21.63 |
| 05280 - Motor Vehicle Wrecker                        | 22.15 |
| 05310 - Painter, Automotive                          | 23.51 |
| 05340 - Radiator Repair Specialist                   | 22.15 |
| 05370 - Tire Repairer                                | 14.44 |
| 05400 - Transmission Repair Specialist               | 24.78 |
| 07000 - Food Preparation And Service Occupations     |       |
| 07010 - Baker  | 13.48 |
| 07041 - Cook I                                       | 11.97 |
| 07042 - Cook II                                      | 13.28 |
| 07070 - Dishwasher                                   | 9.82  |
| 07130 - Food Service Worker                          | 10.66 |
| 07210 - Meat Cutter                                  | 17.04 |
| 07260 - Waiter/Waitress                              | 9.70  |
| 09000 - Furniture Maintenance And Repair Occupations |       |
| 09010 - Electrostatic Spray Painter                  | 18.05 |
| 09040 - Furniture Handler                            | 12.78 |
| 09080 - Furniture Refinisher                         | 18.39 |
| 09090 - Furniture Refinisher Helper                  | 14.11 |
| 09110 - Furniture Repairer, Minor                    | 16.31 |
| 09130 - Upholsterer                                  | 18.05 |
| 11000 - General Services And Support Occupations     |       |
| 11030 - Cleaner, Vehicles                            | 10.50 |
| 11060 - Elevator Operator                            | 10.50 |
| 11090 - Gardener                                     | 16.22 |
| 11122 - Housekeeping Aide                            | 11.25 |
| 11150 - Janitor                                      | 11.25 |
| 11210 - Laborer, Grounds Maintenance                 | 12.47 |
| 11240 - Maid or Houseman                             | 11.03 |
| 11260 - Pruner                                       | 11.37 |
| 11270 - Tractor Operator                             | 14.66 |
| 11330 - Trail Maintenance Worker                     | 12.47 |
| 11360 - Window Cleaner                               | 11.68 |

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| 12000 - Health Occupations                                   |       |
| 12010 - Ambulance Driver                                     | 19.46 |
| 12011 - Breath Alcohol Technician                            | 18.55 |
| 12012 - Certified Occupational Therapist Assistant           | 21.01 |
| 12015 - Certified Physical Therapist Assistant               | 21.01 |
| 12020 - Dental Assistant                                     | 16.97 |
| 12025 - Dental Hygienist                                     | 40.68 |
| 12030 - EKG Technician                                       | 25.95 |
| 12035 - Electroneurodiagnostic Technologist                  | 25.95 |
| 12040 - Emergency Medical Technician                         | 20.41 |
| 12071 - Licensed Practical Nurse I                           | 18.82 |
| 12072 - Licensed Practical Nurse II                          | 21.09 |
| 12073 - Licensed Practical Nurse III                         | 23.47 |
| 12100 - Medical Assistant                                    | 14.89 |
| 12130 - Medical Laboratory Technician                        | 18.04 |
| 12160 - Medical Record Clerk                                 | 16.06 |
| 12190 - Medical Record Technician                            | 18.27 |
| 12195 - Medical Transcriptionist                             | 18.77 |
| 12210 - Nuclear Medicine Technologist                        | 34.18 |
| 12221 - Nursing Assistant I                                  | 10.47 |
| 12222 - Nursing Assistant II                                 | 11.77 |
| 12223 - Nursing Assistant III                                | 13.02 |
| 12224 - Nursing Assistant IV                                 | 14.62 |
| 12235 - Optical Dispenser                                    | 20.17 |
| 12236 - Optical Technician                                   | 14.41 |
| 12250 - Pharmacy Technician                                  | 16.47 |
| 12280 - Phlebotomist   | 14.62 |
| 12305 - Radiologic Technologist                              | 28.28 |
| 12311 - Registered Nurse I                                   | 26.73 |
| 12312 - Registered Nurse II                                  | 32.41 |
| 12313 - Registered Nurse II, Specialist                      | 32.41 |
| 12314 - Registered Nurse III                                 | 38.98 |
| 12315 - Registered Nurse III, Anesthetist                    | 38.98 |
| 12316 - Registered Nurse IV                                  | 46.73 |
| 12317 - Scheduler (Drug and Alcohol Testing)                 | 19.75 |
| 13000 - Information And Arts Occupations                     |       |
| 13011 - Exhibits Specialist I                                | 19.86 |
| 13012 - Exhibits Specialist II                               | 24.61 |
| 13013 - Exhibits Specialist III                              | 30.09 |
| 13041 - Illustrator I  | 20.48 |
| 13042 - Illustrator II                                       | 25.38 |
| 13043 - Illustrator III                                      | 31.03 |
| 13047 - Librarian  | 30.80 |
| 13050 - Library Aide/Clerk                                   | 14.21 |
| 13054 - Library Information Technology Systems Administrator | 27.82 |
| 13058 - Library Technician                                   | 19.89 |
| 13061 - Media Specialist I                                   | 18.73 |
| 13062 - Media Specialist II                                  | 20.95 |
| 13063 - Media Specialist III                                 | 23.36 |
| 13071 - Photographer I                                       | 16.14 |
| 13072 - Photographer II                                      | 18.90 |



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|---|---------------|
| 13073 - Photographer III  | 23.67         |
| 13074 - Photographer IV   | 28.65         |
| 13075 - Photographer V  | 30.69         |
| 13110 - Video Teleconference Technician                         | 19.35         |
| 14000 - Information Technology Occupations                      |               |
| 14041 - Computer Operator I                                     | 18.54         |
| 14042 - Computer Operator II                                    | 20.74         |
| 14043 - Computer Operator III                                   | 23.12         |
| 14044 - Computer Operator IV                                    | 25.69         |
| 14045 - Computer Operator V                                     | 28.45         |
| 14071 - Computer Programmer I                                   | (see 1) 25.43 |
| 14072 - Computer Programmer II                                  | (see 1)       |
| 14073 - Computer Programmer III                                 | (see 1)       |
| 14074 - Computer Programmer IV                                  | (see 1)       |
| 14101 - Computer Systems Analyst I                              | (see 1)       |
| 14102 - Computer Systems Analyst II                             | (see 1)       |
| 14103 - Computer Systems Analyst III                            | (see 1)       |
| 14150 - Peripheral Equipment Operator                           | 18.54         |
| 14160 - Personal Computer Support Technician                    | 25.69         |
| 15000 - Instructional Occupations                               |               |
| 15010 - Aircrew Training Devices Instructor (Non-Rated)         | 35.71         |
| 15020 - Aircrew Training Devices Instructor (Rated)             | 43.84         |
| 15030 - Air Crew Training Devices Instructor (Pilot)            | 52.55         |
| 15050 - Computer Based Training Specialist / Instructor         | 34.39         |
| 15060 - Educational Technologist                                | 32.75         |
| 15070 - Flight Instructor (Pilot)                               | 52.55         |
| 15080 - Graphic Artist  | 26.80         |
| 15090 - Technical Instructor                                    | 25.08         |
| 15095 - Technical Instructor/Course Developer                   | 30.67         |
| 15110 - Test Proctor  | 20.20         |
| 15120 - Tutor   | 20.20         |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations |               |
| 16010 - Assembler   | 9.44          |
| 16030 - Counter Attendant                                       | 9.44          |
| 16040 - Dry Cleaner   | 12.21         |
| 16070 - Finisher, Flatwork, Machine                             | 9.44          |
| 16090 - Presser, Hand   | 9.44          |
| 16110 - Presser, Machine, Drycleaning                           | 9.44          |
| 16130 - Presser, Machine, Shirts                                | 9.44          |
| 16160 - Presser, Machine, Wearing Apparel, Laundry              | 9.44          |
| 16190 - Sewing Machine Operator                                 | 13.07         |
| 16220 - Tailor  | 13.90         |
| 16250 - Washer, Machine   | 10.41         |
| 19000 - Machine Tool Operation And Repair Occupations           |               |
| 19010 - Machine-Tool Operator (Tool Room)                       | 19.22         |
| 19040 - Tool And Die Maker                                      | 23.38         |
| 21000 - Materials Handling And Packing Occupations              |               |
| 21020 - Forklift Operator                                       | 17.90         |
| 21030 - Material Coordinator                                    | 22.03         |
| 21040 - Material Expediter                                      | 22.03         |
| 21050 - Material Handling Laborer                               | 12.92         |
| 21071 - Order Filler  | 13.87         |

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| 21080 - Production Line Worker (Food Processing)                                   | 17.90 |
| 21110 - Shipping Packer  | 14.46 |
| 21130 - Shipping/Receiving Clerk   | 14.46 |
| 21140 - Store Worker I   | 11.44 |
| 21150 - Stock Clerk  | 16.46 |
| 21210 - Tools And Parts Attendant  | 17.90 |
| 21410 - Warehouse Specialist   | 17.90 |
| 23000 - Mechanics And Maintenance And Repair Occupations                           |       |
| 23010 - Aerospace Structural Welder  | 25.68 |
| 23021 - Aircraft Mechanic I  | 24.46 |
| 23022 - Aircraft Mechanic II   | 25.68 |
| 23023 - Aircraft Mechanic III  | 26.97 |
| 23040 - Aircraft Mechanic Helper   | 16.61 |
| 23050 - Aircraft, Painter  | 23.42 |
| 23060 - Aircraft Servicer  | 18.71 |
| 23080 - Aircraft Worker  | 19.90 |
| 23110 - Appliance Mechanic   | 21.62 |
| 23120 - Bicycle Repairer   | 14.43 |
| 23125 - Cable Splicer  | 25.61 |
| 23130 - Carpenter, Maintenance   | 20.99 |
| 23140 - Carpet Layer   | 19.33 |
| 23160 - Electrician, Maintenance   | 27.43 |
| 23181 - Electronics Technician Maintenance I                                       | 23.70 |
| 23182 - Electronics Technician Maintenance II                                      | 25.15 |
| 23183 - Electronics Technician Maintenance III                                     | 26.50 |
| 23260 - Fabric Worker  | 19.01 |
| 23290 - Fire Alarm System Mechanic   | 22.78 |
| 23310 - Fire Extinguisher Repairer   | 17.52 |
| 23311 - Fuel Distribution System Mechanic  | 22.81 |
| 23312 - Fuel Distribution System Operator  | 19.38 |
| 23370 - General Maintenance Worker   | 21.43 |
| 23380 - Ground Support Equipment Mechanic  | 24.46 |
| 23381 - Ground Support Equipment Servicer  | 18.71 |
| 23382 - Ground Support Equipment Worker  | 19.90 |
| 23391 - Gunsmith I   | 17.52 |
| 23392 - Gunsmith II  | 20.38 |
| 23393 - Gunsmith III   | 22.78 |
| 23410 - Heating, Ventilation And Air-Conditioning<br>Mechanic                      | 22.94 |
| 23411 - Heating, Ventilation And Air Contditioning<br>Mechanic (Research Facility) | 24.37 |
| 23430 - Heavy Equipment Mechanic   | 22.78 |
| 23440 - Heavy Equipment Operator   | 22.78 |
| 23460 - Instrument Mechanic  | 22.59 |
| 23465 - Laboratory/Shelter Mechanic  | 21.62 |
| 23470 - Laborer  | 14.27 |
| 23510 - Locksmith  | 21.11 |
| 23530 - Machinery Maintenance Mechanic   | 22.99 |
| 23550 - Machinist, Maintenance   | 21.78 |
| 23580 - Maintenance Trades Helper  | 16.61 |
| 23591 - Metrology Technician I   | 22.59 |
| 23592 - Metrology Technician II  | 23.80 |

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|--|-------|
| 23593 - Metrology Technician III                             | 24.96 |
| 23640 - Millwright   | 28.19 |
| 23710 - Office Appliance Repairer                            | 22.96 |
| 23760 - Painter, Maintenance                                 | 21.62 |
| 23790 - Pipefitter, Maintenance                              | 23.19 |
| 23810 - Plumber, Maintenance                                 | 20.99 |
| 23820 - Pneudraulic Systems Mechanic                         | 22.78 |
| 23850 - Rigger   | 22.78 |
| 23870 - Scale Mechanic                                       | 20.38 |
| 23890 - Sheet-Metal Worker, Maintenance                      | 22.78 |
| 23910 - Small Engine Mechanic                                | 20.38 |
| 23931 - Telecommunications Mechanic I                        | 27.74 |
| 23932 - Telecommunications Mechanic II                       | 29.24 |
| 23950 - Telephone Lineman                                    | 26.38 |
| 23960 - Welder, Combination, Maintenance                     | 22.78 |
| 23965 - Well Driller   | 22.78 |
| 23970 - Woodcraft Worker                                     | 22.78 |
| 23980 - Woodworker   | 17.52 |
| 24000 - Personal Needs Occupations                           |       |
| 24570 - Child Care Attendant                                 | 12.79 |
| 24580 - Child Care Center Clerk                              | 17.77 |
| 24610 - Chore Aide   | 10.52 |
| 24620 - Family Readiness And Support Services<br>Coordinator | 15.68 |
| 24630 - Homemaker  | 18.43 |
| 25000 - Plant And System Operations Occupations              |       |
| 25010 - Boiler Tender  | 27.10 |
| 25040 - Sewage Plant Operator                                | 20.73 |
| 25070 - Stationary Engineer                                  | 27.10 |
| 25190 - Ventilation Equipment Tender                         | 19.08 |
| 25210 - Water Treatment Plant Operator                       | 20.73 |
| 27000 - Protective Service Occupations                       |       |
| 27004 - Alarm Monitor  | 20.57 |
| 27007 - Baggage Inspector                                    | 12.66 |
| 27008 - Corrections Officer                                  | 22.25 |
| 27010 - Court Security Officer                               | 23.33 |
| 27030 - Detection Dog Handler                                | 20.57 |
| 27040 - Detention Officer                                    | 22.25 |
| 27070 - Firefighter  | 22.39 |
| 27101 - Guard I  | 12.66 |
| 27102 - Guard II   | 20.57 |
| 27131 - Police Officer I                                     | 26.14 |
| 27132 - Police Officer II                                    | 28.99 |
| 28000 - Recreation Occupations                               |       |
| 28041 - Carnival Equipment Operator                          | 13.59 |
| 28042 - Carnival Equipment Repairer                          | 14.63 |
| 28043 - Carnival Equipment Worker                            | 9.24  |
| 28210 - Gate Attendant/Gate Tender                           | 13.01 |
| 28310 - Lifeguard  | 11.59 |
| 28350 - Park Attendant (Aide)                                | 14.56 |
| 28510 - Recreation Aide/Health Facility Attendant            | 10.62 |
| 28515 - Recreation Specialist                                | 18.04 |



|   |               |
|---|---------------|
| 28630 - Sports Official   | 11.59         |
| 28690 - Swimming Pool Operator                                      | 18.21         |
| 29000 - Stevedoring/Longshoremen Occupational Services              |               |
| 29010 - Blocker And Bracer  | 23.13         |
| 29020 - Hatch Tender  | 23.13         |
| 29030 - Line Handler  | 23.13         |
| 29041 - Stevedore I   | 21.31         |
| 29042 - Stevedore II  | 24.24         |
| 30000 - Technical Occupations                                       |               |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2)        | 38.00         |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2)       | 26.21         |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)      | 28.86         |
| 30021 - Archeological Technician I                                  | 18.93         |
| 30022 - Archeological Technician II                                 | 21.11         |
| 30023 - Archeological Technician III                                | 27.56         |
| 30030 - Cartographic Technician                                     | 27.56         |
| 30040 - Civil Engineering Technician                                | 24.01         |
| 30061 - Drafter/CAD Operator I                                      | 19.89         |
| 30062 - Drafter/CAD Operator II                                     | 22.25         |
| 30063 - Drafter/CAD Operator III                                    | 24.80         |
| 30064 - Drafter/CAD Operator IV                                     | 30.52         |
| 30081 - Engineering Technician I                                    | 21.63         |
| 30082 - Engineering Technician II                                   | 24.29         |
| 30083 - Engineering Technician III                                  | 27.17         |
| 30084 - Engineering Technician IV                                   | 33.66         |
| 30085 - Engineering Technician V                                    | 41.16         |
| 30086 - Engineering Technician VI                                   | 49.81         |
| 30090 - Environmental Technician                                    | 24.92         |
| 30210 - Laboratory Technician                                       | 23.38         |
| 30240 - Mathematical Technician                                     | 28.94         |
| 30361 - Paralegal/Legal Assistant I                                 | 21.36         |
| 30362 - Paralegal/Legal Assistant II                                | 26.47         |
| 30363 - Paralegal/Legal Assistant III                               | 32.36         |
| 30364 - Paralegal/Legal Assistant IV                                | 39.16         |
| 30390 - Photo-Optics Technician                                     | 27.56         |
| 30461 - Technical Writer I  | 21.84         |
| 30462 - Technical Writer II   | 26.70         |
| 30463 - Technical Writer III  | 32.31         |
| 30491 - Unexploded Ordnance (UXO) Technician I                      | 24.15         |
| 30492 - Unexploded Ordnance (UXO) Technician II                     | 29.22         |
| 30493 - Unexploded Ordnance (UXO) Technician III                    | 35.03         |
| 30494 - Unexploded (UXO) Safety Escort                              | 24.15         |
| 30495 - Unexploded (UXO) Sweep Personnel                            | 24.15         |
| 30620 - Weather Observer, Combined Upper Air Or<br>Surface Programs | (see 2) 24.80 |
| 30621 - Weather Observer, Senior                                    | (see 2) 27.56 |
| 31000 - Transportation/Mobile Equipment Operation Occupations       |               |
| 31020 - Bus Aide  | 13.02         |
| 31030 - Bus Driver  | 18.95         |
| 31043 - Driver Courier  | 12.71         |
| 31260 - Parking and Lot Attendant                                   | 10.07         |
| 31290 - Shuttle Bus Driver  | 14.69         |

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|---|-------|
| 31310 - Taxi Driver                     | 13.98 |
| 31361 - Truckdriver, Light              | 14.69 |
| 31362 - Truckdriver, Medium             | 17.18 |
| 31363 - Truckdriver, Heavy              | 18.42 |
| 31364 - Truckdriver, Tractor-Trailer    | 18.42 |
| 99000 - Miscellaneous Occupations       |       |
| 99030 - Cashier                         | 10.03 |
| 99050 - Desk Clerk                      | 11.58 |
| 99095 - Embalmer                        | 23.05 |
| 99251 - Laboratory Animal Caretaker I   | 11.30 |
| 99252 - Laboratory Animal Caretaker II  | 12.35 |
| 99310 - Mortician                       | 31.73 |
| 99410 - Pest Controller                 | 16.01 |
| 99510 - Photofinishing Worker           | 12.75 |
| 99710 - Recycling Laborer               | 16.82 |
| 99711 - Recycling Specialist            | 20.65 |
| 99730 - Refuse Collector                | 14.91 |
| 99810 - Sales Clerk                     | 12.09 |
| 99820 - School Crossing Guard           | 13.43 |
| 99830 - Survey Party Chief              | 21.94 |
| 99831 - Surveying Aide                  | 13.63 |
| 99832 - Surveying Technician            | 20.85 |
| 99840 - Vending Machine Attendant       | 14.43 |
| 99841 - Vending Machine Repairer        | 18.73 |
| 99842 - Vending Machine Repairer Helper | 14.43 |

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.35 per hour or \$134.00 per week or \$580.66 per 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 4174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does



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

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

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

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

**HAZARDOUS PAY DIFFERENTIAL:** 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(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.



WD 05-2047 (Rev.-9) was first posted on www.wdol.gov on 06/02/2009

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REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Shirley F. Ebbesen                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2005-2047  
Revision No.: 9  
Date Of Revision: 05/26/2009

State: California

Area: California Counties of Los Angeles, Orange  
OCCUPATION NOTES:

Heating, Air Conditioning and Refrigeration: Wage rates and fringe benefits  
can be found on Wage Determinations 1986-0879.

Laundry: Wage rates and fringe benefits can be found on Wage Determination  
1977-1297.

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

| OCCUPATION CODE - TITLE                                 | FOOTNOTE | RATE  |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations |          |       |
| 01011 - Accounting Clerk I                              |          | 14.59 |
| 01012 - Accounting Clerk II                             |          | 16.38 |
| 01013 - Accounting Clerk III                            |          | 18.61 |
| 01020 - Administrative Assistant                        |          | 26.82 |
| 01040 - Court Reporter                                  |          | 19.38 |
| 01051 - Data Entry Operator I                           |          | 12.05 |
| 01052 - Data Entry Operator II                          |          | 13.15 |
| 01060 - Dispatcher, Motor Vehicle                       |          | 22.41 |
| 01070 - Document Preparation Clerk                      |          | 13.66 |
| 01090 - Duplicating Machine Operator                    |          | 13.66 |
| 01111 - General Clerk I                                 |          | 10.69 |
| 01112 - General Clerk II                                |          | 14.92 |
| 01113 - General Clerk III                               |          | 16.67 |
| 01120 - Housing Referral Assistant                      |          | 21.90 |
| 01141 - Messenger Courier                               |          | 10.62 |
| 01191 - Order Clerk I                                   |          | 16.98 |
| 01192 - Order Clerk II                                  |          | 18.53 |
| 01261 - Personnel Assistant (Employment) I              |          | 17.26 |
| 01262 - Personnel Assistant (Employment) II             |          | 19.31 |
| 01263 - Personnel Assistant (Employment) III            |          | 22.26 |
| 01270 - Production Control Clerk                        |          | 23.51 |
| 01280 - Receptionist                                    |          | 14.51 |
| 01290 - Rental Clerk                                    |          | 15.10 |



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|--|-------|
| 01300 - Scheduler, Maintenance                       | 16.84 |
| 01311 - Secretary I                                  | 16.84 |
| 01312 - Secretary II                                 | 19.17 |
| 01313 - Secretary III                                | 21.90 |
| 01320 - Service Order Dispatcher                     | 19.54 |
| 01410 - Supply Technician                            | 26.82 |
| 01420 - Survey Worker                                | 19.38 |
| 01531 - Travel Clerk I                               | 14.25 |
| 01532 - Travel Clerk II                              | 15.43 |
| 01533 - Travel Clerk III                             | 16.57 |
| 01611 - Word Processor I                             | 15.03 |
| 01612 - Word Processor II                            | 16.87 |
| 01613 - Word Processor III                           | 18.76 |
| 05000 - Automotive Service Occupations               |       |
| 05005 - Automobile Body Repairer, Fiberglass         | 22.94 |
| 05010 - Automotive Electrician                       | 21.60 |
| 05040 - Automotive Glass Installer                   | 20.29 |
| 05070 - Automotive Worker                            | 20.29 |
| 05110 - Mobile Equipment Servicer                    | 18.66 |
| 05130 - Motor Equipment Metal Mechanic               | 22.94 |
| 05160 - Motor Equipment Metal Worker                 | 20.29 |
| 05190 - Motor Vehicle Mechanic                       | 22.94 |
| 05220 - Motor Vehicle Mechanic Helper                | 17.90 |
| 05250 - Motor Vehicle Upholstery Worker              | 19.86 |
| 05280 - Motor Vehicle Wrecker                        | 20.29 |
| 05310 - Painter, Automotive                          | 21.60 |
| 05340 - Radiator Repair Specialist                   | 20.29 |
| 05370 - Tire Repairer                                | 15.47 |
| 05400 - Transmission Repair Specialist               | 22.94 |
| 07000 - Food Preparation And Service Occupations     |       |
| 07010 - Baker  | 12.21 |
| 07041 - Cook I                                       | 12.91 |
| 07042 - Cook II                                      | 14.31 |
| 07070 - Dishwasher                                   | 9.89  |
| 07130 - Food Service Worker                          | 10.85 |
| 07210 - Meat Cutter                                  | 15.92 |
| 07260 - Waiter/Waitress                              | 9.85  |
| 09000 - Furniture Maintenance And Repair Occupations |       |
| 09010 - Electrostatic Spray Painter                  | 18.59 |
| 09040 - Furniture Handler                            | 12.42 |
| 09080 - Furniture Refinisher                         | 18.59 |
| 09090 - Furniture Refinisher Helper                  | 14.82 |
| 09110 - Furniture Repairer, Minor                    | 17.04 |
| 09130 - Upholsterer                                  | 18.59 |
| 11000 - General Services And Support Occupations     |       |
| 11030 - Cleaner, Vehicles                            | 11.19 |
| 11060 - Elevator Operator                            | 11.19 |
| 11090 - Gardener                                     | 17.46 |
| 11122 - Housekeeping Aide                            | 11.44 |
| 11150 - Janitor                                      | 13.27 |
| 11210 - Laborer, Grounds Maintenance                 | 13.09 |
| 11240 - Maid or Houseman                             | 9.36  |

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|--|-------|
| 11260 - Pruner   | 13.27 |
| 11270 - Tractor Operator                                     | 15.57 |
| 11330 - Trail Maintenance Worker                             | 13.09 |
| 11360 - Window Cleaner                                       | 15.03 |
| 12000 - Health Occupations                                   |       |
| 12010 - Ambulance Driver                                     | 17.82 |
| 12011 - Breath Alcohol Technician                            | 17.82 |
| 12012 - Certified Occupational Therapist Assistant           | 26.03 |
| 12015 - Certified Physical Therapist Assistant               | 25.97 |
| 12020 - Dental Assistant                                     | 16.41 |
| 12025 - Dental Hygienist                                     | 38.30 |
| 12030 - EKG Technician                                       | 26.48 |
| 12035 - Electroneurodiagnostic Technologist                  | 26.48 |
| 12040 - Emergency Medical Technician                         | 17.82 |
| 12071 - Licensed Practical Nurse I                           | 16.75 |
| 12072 - Licensed Practical Nurse II                          | 18.77 |
| 12073 - Licensed Practical Nurse III                         | 22.42 |
| 12100 - Medical Assistant                                    | 14.82 |
| 12130 - Medical Laboratory Technician                        | 19.73 |
| 12160 - Medical Record Clerk                                 | 15.93 |
| 12190 - Medical Record Technician                            | 17.82 |
| 12195 - Medical Transcriptionist                             | 17.59 |
| 12210 - Nuclear Medicine Technologist                        | 34.87 |
| 12221 - Nursing Assistant I                                  | 9.63  |
| 12222 - Nursing Assistant II                                 | 10.82 |
| 12223 - Nursing Assistant III                                | 11.81 |
| 12224 - Nursing Assistant IV                                 | 13.26 |
| 12235 - Optical Dispenser                                    | 16.65 |
| 12236 - Optical Technician                                   | 15.71 |
| 12250 - Pharmacy Technician                                  | 17.34 |
| 12280 - Phlebotomist   | 13.26 |
| 12305 - Radiologic Technologist                              | 24.54 |
| 12311 - Registered Nurse I                                   | 30.80 |
| 12312 - Registered Nurse II                                  | 37.68 |
| 12313 - Registered Nurse II, Specialist                      | 37.68 |
| 12314 - Registered Nurse III                                 | 45.63 |
| 12315 - Registered Nurse III, Anesthetist                    | 45.63 |
| 12316 - Registered Nurse IV                                  | 54.69 |
| 12317 - Scheduler (Drug and Alcohol Testing)                 | 22.81 |
| 13000 - Information And Arts Occupations                     |       |
| 13011 - Exhibits Specialist I                                | 24.83 |
| 13012 - Exhibits Specialist II                               | 30.76 |
| 13013 - Exhibits Specialist III                              | 37.63 |
| 13041 - Illustrator I  | 25.31 |
| 13042 - Illustrator II                                       | 31.37 |
| 13043 - Illustrator III                                      | 38.35 |
| 13047 - Librarian  | 30.36 |
| 13050 - Library Aide/Clerk                                   | 16.49 |
| 13054 - Library Information Technology Systems Administrator | 26.57 |
| 13058 - Library Technician                                   | 21.38 |
| 13061 - Media Specialist I                                   | 18.51 |



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| 13062 - Media Specialist II                              | 20.69         |
| 13063 - Media Specialist III                             | 23.07         |
| 13071 - Photographer I                                   | 17.95         |
| 13072 - Photographer II                                  | 20.08         |
| 13073 - Photographer III                                 | 26.61         |
| 13074 - Photographer IV                                  | 33.56         |
| 13075 - Photographer V                                   | 40.61         |
| 13110 - Video Teleconference Technician                  | 18.25         |
| 14000 - Information Technology Occupations               |               |
| 14041 - Computer Operator I                              | 17.32         |
| 14042 - Computer Operator II                             | 19.38         |
| 14043 - Computer Operator III                            | 22.89         |
| 14044 - Computer Operator IV                             | 25.73         |
| 14045 - Computer Operator V                              | 25.80         |
| 14071 - Computer Programmer I                            | (see 1) 24.93 |
| 14072 - Computer Programmer II                           | (see 1)       |
| 14073 - Computer Programmer III                          | (see 1)       |
| 14074 - Computer Programmer IV                           | (see 1)       |
| 14101 - Computer Systems Analyst I                       | (see 1)       |
| 14102 - Computer Systems Analyst II                      | (see 1)       |
| 14103 - Computer Systems Analyst III                     | (see 1)       |
| 14150 - Peripheral Equipment Operator                    | 17.32         |
| 14160 - Personal Computer Support Technician             | 25.73         |
| 15000 - Instructional Occupations                        |               |
| 15010 - Aircrew Training Devices Instructor (Non-Rated)  | 34.08         |
| 15020 - Aircrew Training Devices Instructor (Rated)      | 41.23         |
| 15030 - Air Crew Training Devices Instructor (Pilot)     | 49.43         |
| 15050 - Computer Based Training Specialist / Instructor  | 34.08         |
| 15060 - Educational Technologist                         | 32.81         |
| 15070 - Flight Instructor (Pilot)                        | 49.43         |
| 15080 - Graphic Artist                                   | 25.66         |
| 15090 - Technical Instructor                             | 23.72         |
| 15095 - Technical Instructor/Course Developer            | 29.02         |
| 15110 - Test Proctor                                     | 19.15         |
| 15120 - Tutor  | 19.15         |
| 19000 - Machine Tool Operation And Repair Occupations    |               |
| 19010 - Machine-Tool Operator (Tool Room)                | 18.52         |
| 19040 - Tool And Die Maker                               | 23.95         |
| 21000 - Materials Handling And Packing Occupations       |               |
| 21020 - Forklift Operator                                | 14.46         |
| 21030 - Material Coordinator                             | 23.51         |
| 21040 - Material Expediter                               | 23.51         |
| 21050 - Material Handling Laborer                        | 13.02         |
| 21071 - Order Filler                                     | 13.31         |
| 21080 - Production Line Worker (Food Processing)         | 14.46         |
| 21110 - Shipping Packer                                  | 15.08         |
| 21130 - Shipping/Receiving Clerk                         | 15.08         |
| 21140 - Store Worker I                                   | 11.30         |
| 21150 - Stock Clerk                                      | 16.13         |
| 21210 - Tools And Parts Attendant                        | 14.46         |
| 21410 - Warehouse Specialist                             | 14.46         |
| 23000 - Mechanics And Maintenance And Repair Occupations |               |



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|--|-------|
| 23010 - Aerospace Structural Welder            | 30.78 |
| 23021 - Aircraft Mechanic I                    | 29.10 |
| 23022 - Aircraft Mechanic II                   | 30.78 |
| 23023 - Aircraft Mechanic III                  | 31.94 |
| 23040 - Aircraft Mechanic Helper               | 20.38 |
| 23050 - Aircraft, Painter                      | 24.41 |
| 23060 - Aircraft Servicer                      | 23.55 |
| 23080 - Aircraft Worker                        | 24.58 |
| 23110 - Appliance Mechanic                     | 19.52 |
| 23120 - Bicycle Repairer                       | 15.47 |
| 23125 - Cable Splicer                          | 29.85 |
| 23130 - Carpenter, Maintenance                 | 27.29 |
| 23140 - Carpet Layer                           | 19.20 |
| 23160 - Electrician, Maintenance               | 30.18 |
| 23181 - Electronics Technician Maintenance I   | 23.38 |
| 23182 - Electronics Technician Maintenance II  | 24.90 |
| 23183 - Electronics Technician Maintenance III | 26.53 |
| 23260 - Fabric Worker                          | 23.38 |
| 23290 - Fire Alarm System Mechanic             | 20.30 |
| 23310 - Fire Extinguisher Repairer             | 18.25 |
| 23311 - Fuel Distribution System Mechanic      | 25.48 |
| 23312 - Fuel Distribution System Operator      | 19.48 |
| 23370 - General Maintenance Worker             | 23.26 |
| 23380 - Ground Support Equipment Mechanic      | 29.10 |
| 23381 - Ground Support Equipment Servicer      | 23.55 |
| 23382 - Ground Support Equipment Worker        | 24.58 |
| 23391 - Gunsmith I                             | 18.25 |
| 23392 - Gunsmith II                            | 21.11 |
| 23393 - Gunsmith III                           | 23.87 |
| 23430 - Heavy Equipment Mechanic               | 26.97 |
| 23440 - Heavy Equipment Operator               | 31.04 |
| 23460 - Instrument Mechanic                    | 25.70 |
| 23465 - Laboratory/Shelter Mechanic            | 22.49 |
| 23470 - Laborer                                | 12.49 |
| 23510 - Locksmith                              | 18.81 |
| 23530 - Machinery Maintenance Mechanic         | 24.65 |
| 23550 - Machinist, Maintenance                 | 25.41 |
| 23580 - Maintenance Trades Helper              | 14.82 |
| 23591 - Metrology Technician I                 | 25.70 |
| 23592 - Metrology Technician II                | 27.13 |
| 23593 - Metrology Technician III               | 29.73 |
| 23640 - Millwright                             | 25.45 |
| 23710 - Office Appliance Repairer              | 20.86 |
| 23760 - Painter, Maintenance                   | 21.05 |
| 23790 - Pipefitter, Maintenance                | 23.40 |
| 23810 - Plumber, Maintenance                   | 22.04 |
| 23820 - Pneudraulic Systems Mechanic           | 23.87 |
| 23850 - Rigger                                 | 26.81 |
| 23870 - Scale Mechanic                         | 21.11 |
| 23890 - Sheet-Metal Worker, Maintenance        | 22.13 |
| 23910 - Small Engine Mechanic                  | 18.70 |
| 23931 - Telecommunications Mechanic I          | 24.92 |

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| 23932 - Telecommunications Mechanic II                         | 26.39 |
| 23950 - Telephone Lineman                                      | 24.18 |
| 23960 - Welder, Combination, Maintenance                       | 19.75 |
| 23965 - Well Driller   | 23.18 |
| 23970 - Woodcraft Worker                                       | 21.73 |
| 23980 - Woodworker   | 16.81 |
| 24000 - Personal Needs Occupations                             |       |
| 24570 - Child Care Attendant                                   | 13.05 |
| 24580 - Child Care Center Clerk                                | 16.03 |
| 24610 - Chore Aide   | 10.57 |
| 24620 - Family Readiness And Support Services<br>Coordinator   | 15.39 |
| 24630 - Homemaker  | 19.21 |
| 25000 - Plant And System Operations Occupations                |       |
| 25010 - Boiler Tender  | 26.22 |
| 25040 - Sewage Plant Operator                                  | 26.21 |
| 25070 - Stationary Engineer                                    | 26.22 |
| 25190 - Ventilation Equipment Tender                           | 18.34 |
| 25210 - Water Treatment Plant Operator                         | 26.21 |
| 27000 - Protective Service Occupations                         |       |
| 27004 - Alarm Monitor  | 23.77 |
| 27007 - Baggage Inspector                                      | 12.80 |
| 27008 - Corrections Officer                                    | 29.13 |
| 27010 - Court Security Officer                                 | 30.28 |
| 27030 - Detection Dog Handler                                  | 23.77 |
| 27040 - Detention Officer                                      | 29.13 |
| 27070 - Firefighter  | 29.97 |
| 27101 - Guard I  | 12.80 |
| 27102 - Guard II   | 23.77 |
| 27131 - Police Officer I                                       | 35.71 |
| 27132 - Police Officer II                                      | 39.68 |
| 28000 - Recreation Occupations                                 |       |
| 28041 - Carnival Equipment Operator                            | 12.76 |
| 28042 - Carnival Equipment Repairer                            | 13.74 |
| 28043 - Carnival Equipment Worker                              | 9.67  |
| 28210 - Gate Attendant/Gate Tender                             | 14.09 |
| 28310 - Lifeguard  | 13.26 |
| 28350 - Park Attendant (Aide)                                  | 15.76 |
| 28510 - Recreation Aide/Health Facility Attendant              | 11.11 |
| 28515 - Recreation Specialist                                  | 18.75 |
| 28630 - Sports Official  | 12.55 |
| 28690 - Swimming Pool Operator                                 | 16.97 |
| 29000 - Stevedoring/Longshoremen Occupational Services         |       |
| 29010 - Blocker And Bracer                                     | 21.53 |
| 29020 - Hatch Tender   | 21.53 |
| 29030 - Line Handler   | 21.53 |
| 29041 - Stevedore I  | 20.46 |
| 29042 - Stevedore II   | 22.93 |
| 30000 - Technical Occupations                                  |       |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2)   | 39.06 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  | 27.98 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.66 |

|   |               |
|---|---------------|
| 30021 - Archeological Technician I                                  | 20.47         |
| 30022 - Archeological Technician II                                 | 22.01         |
| 30023 - Archeological Technician III                                | 31.33         |
| 30030 - Cartographic Technician                                     | 31.33         |
| 30040 - Civil Engineering Technician                                | 28.07         |
| 30061 - Drafter/CAD Operator I                                      | 22.60         |
| 30062 - Drafter/CAD Operator II                                     | 25.28         |
| 30063 - Drafter/CAD Operator III                                    | 28.18         |
| 30064 - Drafter/CAD Operator IV                                     | 34.68         |
| 30081 - Engineering Technician I                                    | 18.14         |
| 30082 - Engineering Technician II                                   | 20.37         |
| 30083 - Engineering Technician III                                  | 22.78         |
| 30084 - Engineering Technician IV                                   | 28.23         |
| 30085 - Engineering Technician V                                    | 34.88         |
| 30086 - Engineering Technician VI                                   | 41.77         |
| 30090 - Environmental Technician                                    | 25.20         |
| 30210 - Laboratory Technician                                       | 21.03         |
| 30240 - Mathematical Technician                                     | 30.84         |
| 30361 - Paralegal/Legal Assistant I                                 | 21.17         |
| 30362 - Paralegal/Legal Assistant II                                | 26.22         |
| 30363 - Paralegal/Legal Assistant III                               | 32.07         |
| 30364 - Paralegal/Legal Assistant IV                                | 38.81         |
| 30390 - Photo-Optics Technician                                     | 30.84         |
| 30461 - Technical Writer I  | 23.03         |
| 30462 - Technical Writer II   | 28.18         |
| 30463 - Technical Writer III  | 34.09         |
| 30491 - Unexploded Ordnance (UXO) Technician I                      | 24.82         |
| 30492 - Unexploded Ordnance (UXO) Technician II                     | 30.03         |
| 30493 - Unexploded Ordnance (UXO) Technician III                    | 36.00         |
| 30494 - Unexploded (UXO) Safety Escort                              | 24.82         |
| 30495 - Unexploded (UXO) Sweep Personnel                            | 24.82         |
| 30620 - Weather Observer, Combined Upper Air Or<br>Surface Programs | (see 2) 27.65 |
| 30621 - Weather Observer, Senior                                    | (see 2) 30.72 |
| 31000 - Transportation/Mobile Equipment Operation Occupations       |               |
| 31020 - Bus Aide  | 13.63         |
| 31030 - Bus Driver  | 19.62         |
| 31043 - Driver Courier  | 12.90         |
| 31260 - Parking and Lot Attendant                                   | 8.83          |
| 31290 - Shuttle Bus Driver  | 14.07         |
| 31310 - Taxi Driver   | 12.03         |
| 31361 - Truckdriver, Light  | 14.07         |
| 31362 - Truckdriver, Medium   | 20.63         |
| 31363 - Truckdriver, Heavy  | 21.78         |
| 31364 - Truckdriver, Tractor-Trailer                                | 21.78         |
| 99000 - Miscellaneous Occupations                                   |               |
| 99030 - Cashier   | 12.13         |
| 99050 - Desk Clerk  | 12.65         |
| 99095 - Embalmer  | 21.08         |
| 99251 - Laboratory Animal Caretaker I                               | 10.66         |
| 99252 - Laboratory Animal Caretaker II                              | 11.63         |
| 99310 - Mortician   | 34.35         |



|   |       |
|---|-------|
| 99410 - Pest Controller                 | 15.17 |
| 99510 - Photofinishing Worker           | 14.87 |
| 99710 - Recycling Laborer               | 19.12 |
| 99711 - Recycling Specialist            | 22.43 |
| 99730 - Refuse Collector                | 17.05 |
| 99810 - Sales Clerk                     | 15.57 |
| 99820 - School Crossing Guard           | 9.51  |
| 99830 - Survey Party Chief              | 34.71 |
| 99831 - Surveying Aide                  | 19.43 |
| 99832 - Surveying Technician            | 25.56 |
| 99840 - Vending Machine Attendant       | 12.77 |
| 99841 - Vending Machine Repairer        | 14.67 |
| 99842 - Vending Machine Repairer Helper | 12.77 |

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.35 per hour or \$134.00 per week or \$580.66 per 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 4174)

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

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

occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

**HAZARDOUS PAY DIFFERENTIAL:** 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(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.

WD 05-2371 (Rev.-9) was first posted on www.wdol.gov on 06/02/2009

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REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Shirley F. Ebbesen                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2005-2371  
Revision No.: 9  
Date Of Revision: 05/26/2009

State: New York

Area: New York Counties of Allegany, Cattaraugus, Chautauqua, Erie, Niagara,  
Wyoming

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

| OCCUPATION CODE - TITLE                                 | FOOTNOTE | RATE  |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations |          |       |
| 01011 - Accounting Clerk I                              |          | 13.31 |
| 01012 - Accounting Clerk II                             |          | 14.95 |
| 01013 - Accounting Clerk III                            |          | 16.71 |
| 01020 - Administrative Assistant                        |          | 23.11 |
| 01040 - Court Reporter                                  |          | 17.23 |
| 01051 - Data Entry Operator I                           |          | 12.95 |
| 01052 - Data Entry Operator II                          |          | 14.13 |
| 01060 - Dispatcher, Motor Vehicle                       |          | 15.84 |
| 01070 - Document Preparation Clerk                      |          | 12.75 |
| 01090 - Duplicating Machine Operator                    |          | 12.75 |
| 01111 - General Clerk I                                 |          | 12.16 |
| 01112 - General Clerk II                                |          | 13.19 |
| 01113 - General Clerk III                               |          | 15.23 |
| 01120 - Housing Referral Assistant                      |          | 19.85 |
| 01141 - Messenger Courier                               |          | 10.06 |
| 01191 - Order Clerk I                                   |          | 13.14 |
| 01192 - Order Clerk II                                  |          | 14.35 |
| 01261 - Personnel Assistant (Employment) I              |          | 15.23 |
| 01262 - Personnel Assistant (Employment) II             |          | 15.84 |
| 01263 - Personnel Assistant (Employment) III            |          | 19.00 |
| 01270 - Production Control Clerk                        |          | 19.28 |
| 01280 - Receptionist                                    |          | 12.75 |
| 01290 - Rental Clerk                                    |          | 15.23 |
| 01300 - Scheduler, Maintenance                          |          | 15.92 |
| 01311 - Secretary I                                     |          | 15.92 |
| 01312 - Secretary II                                    |          | 17.95 |
| 01313 - Secretary III                                   |          | 19.85 |
| 01320 - Service Order Dispatcher                        |          | 14.57 |
| 01410 - Supply Technician                               |          | 23.11 |
| 01420 - Survey Worker                                   |          | 15.84 |

|  |       |
|--|-------|
| 01531 - Travel Clerk I                               | 11.11 |
| 01532 - Travel Clerk II                              | 11.73 |
| 01533 - Travel Clerk III                             | 12.38 |
| 01611 - Word Processor I                             | 13.49 |
| 01612 - Word Processor II                            | 15.16 |
| 01613 - Word Processor III                           | 16.95 |
| 05000 - Automotive Service Occupations               |       |
| 05005 - Automobile Body Repairer, Fiberglass         | 21.28 |
| 05010 - Automotive Electrician                       | 20.64 |
| 05040 - Automotive Glass Installer                   | 19.86 |
| 05070 - Automotive Worker                            | 19.86 |
| 05110 - Mobile Equipment Servicer                    | 18.52 |
| 05130 - Motor Equipment Metal Mechanic               | 21.28 |
| 05160 - Motor Equipment Metal Worker                 | 19.86 |
| 05190 - Motor Vehicle Mechanic                       | 21.28 |
| 05220 - Motor Vehicle Mechanic Helper                | 17.17 |
| 05250 - Motor Vehicle Upholstery Worker              | 19.15 |
| 05280 - Motor Vehicle Wrecker                        | 19.86 |
| 05310 - Painter, Automotive                          | 20.64 |
| 05340 - Radiator Repair Specialist                   | 19.86 |
| 05370 - Tire Repairer                                | 17.89 |
| 05400 - Transmission Repair Specialist               | 21.28 |
| 07000 - Food Preparation And Service Occupations     |       |
| 07010 - Baker  | 11.15 |
| 07041 - Cook I                                       | 10.58 |
| 07042 - Cook II                                      | 11.38 |
| 07070 - Dishwasher                                   | 8.75  |
| 07130 - Food Service Worker                          | 8.61  |
| 07210 - Meat Cutter                                  | 15.63 |
| 07260 - Waiter/Waitress                              | 8.38  |
| 09000 - Furniture Maintenance And Repair Occupations |       |
| 09010 - Electrostatic Spray Painter                  | 20.64 |
| 09040 - Furniture Handler                            | 16.18 |
| 09080 - Furniture Refinisher                         | 20.64 |
| 09090 - Furniture Refinisher Helper                  | 17.77 |
| 09110 - Furniture Repairer, Minor                    | 19.15 |
| 09130 - Upholsterer                                  | 20.64 |
| 11000 - General Services And Support Occupations     |       |
| 11030 - Cleaner, Vehicles                            | 9.76  |
| 11060 - Elevator Operator                            | 9.76  |
| 11090 - Gardener                                     | 14.36 |
| 11122 - Housekeeping Aide                            | 10.01 |
| 11150 - Janitor                                      | 12.70 |
| 11210 - Laborer, Grounds Maintenance                 | 13.02 |
| 11240 - Maid or Houseman                             | 9.13  |
| 11260 - Pruner                                       | 11.10 |
| 11270 - Tractor Operator                             | 13.80 |
| 11330 - Trail Maintenance Worker                     | 13.02 |
| 11360 - Window Cleaner                               | 13.24 |
| 12000 - Health Occupations                           |       |
| 12010 - Ambulance Driver                             | 14.91 |
| 12011 - Breath Alcohol Technician                    | 14.91 |



|  |       |
|--|-------|
| 12012 - Certified Occupational Therapist Assistant           | 20.38 |
| 12015 - Certified Physical Therapist Assistant               | 20.38 |
| 12020 - Dental Assistant                                     | 13.82 |
| 12025 - Dental Hygienist                                     | 29.85 |
| 12030 - EKG Technician                                       | 20.88 |
| 12035 - Electroneurodiagnostic Technologist                  | 20.88 |
| 12040 - Emergency Medical Technician                         | 14.91 |
| 12071 - Licensed Practical Nurse I                           | 13.33 |
| 12072 - Licensed Practical Nurse II                          | 14.91 |
| 12073 - Licensed Practical Nurse III                         | 16.63 |
| 12100 - Medical Assistant                                    | 13.00 |
| 12130 - Medical Laboratory Technician                        | 17.15 |
| 12160 - Medical Record Clerk                                 | 13.52 |
| 12190 - Medical Record Technician                            | 15.35 |
| 12195 - Medical Transcriptionist                             | 14.23 |
| 12210 - Nuclear Medicine Technologist                        | 29.17 |
| 12221 - Nursing Assistant I                                  | 9.91  |
| 12222 - Nursing Assistant II                                 | 11.37 |
| 12223 - Nursing Assistant III                                | 12.17 |
| 12224 - Nursing Assistant IV                                 | 13.65 |
| 12235 - Optical Dispenser                                    | 17.70 |
| 12236 - Optical Technician                                   | 13.50 |
| 12250 - Pharmacy Technician                                  | 13.41 |
| 12280 - Phlebotomist   | 13.65 |
| 12305 - Radiologic Technologist                              | 21.91 |
| 12311 - Registered Nurse I                                   | 21.31 |
| 12312 - Registered Nurse II                                  | 25.77 |
| 12313 - Registered Nurse II, Specialist                      | 25.77 |
| 12314 - Registered Nurse III                                 | 31.16 |
| 12315 - Registered Nurse III, Anesthetist                    | 31.16 |
| 12316 - Registered Nurse IV                                  | 37.37 |
| 12317 - Scheduler (Drug and Alcohol Testing)                 | 18.47 |
| 13000 - Information And Arts Occupations                     |       |
| 13011 - Exhibits Specialist I                                | 18.91 |
| 13012 - Exhibits Specialist II                               | 23.40 |
| 13013 - Exhibits Specialist III                              | 28.53 |
| 13041 - Illustrator I  | 19.84 |
| 13042 - Illustrator II                                       | 24.54 |
| 13043 - Illustrator III                                      | 29.93 |
| 13047 - Librarian  | 25.51 |
| 13050 - Library Aide/Clerk                                   | 13.31 |
| 13054 - Library Information Technology Systems Administrator | 22.78 |
| 13058 - Library Technician                                   | 15.75 |
| 13061 - Media Specialist I                                   | 16.62 |
| 13062 - Media Specialist II                                  | 18.60 |
| 13063 - Media Specialist III                                 | 20.73 |
| 13071 - Photographer I                                       | 13.54 |
| 13072 - Photographer II                                      | 17.34 |
| 13073 - Photographer III                                     | 21.45 |
| 13074 - Photographer IV                                      | 26.17 |
| 13075 - Photographer V                                       | 31.74 |

|  |       |
|--|-------|
| 29010 - Blocker And Bracer                                     | 21.93 |
| 29020 - Hatch Tender   | 21.93 |
| 29030 - Line Handler   | 21.93 |
| 29041 - Stevedore I  | 19.92 |
| 29042 - Stevedore II   | 22.72 |
| 30000 - Technical Occupations                                  |       |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2)   | 33.96 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  | 23.42 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 25.79 |
| 30021 - Archeological Technician I                             | 18.40 |
| 30022 - Archeological Technician II                            | 20.70 |
| 30023 - Archeological Technician III                           | 25.54 |
| 30030 - Cartographic Technician                                | 23.75 |
| 30040 - Civil Engineering Technician                           | 25.55 |
| 30061 - Drafter/CAD Operator I                                 | 17.15 |
| 30062 - Drafter/CAD Operator II                                | 20.65 |
| 30063 - Drafter/CAD Operator III                               | 23.10 |
| 30064 - Drafter/CAD Operator IV                                | 26.34 |
| 30081 - Engineering Technician I                               | 16.28 |
| 30082 - Engineering Technician II                              | 19.77 |
| 30083 - Engineering Technician III                             | 22.10 |
| 30084 - Engineering Technician IV                              | 27.38 |
| 30085 - Engineering Technician V                               | 30.20 |
| 30086 - Engineering Technician VI                              | 30.95 |
| 30090 - Environmental Technician                               | 18.48 |
| 30210 - Laboratory Technician                                  | 19.34 |
| 30240 - Mathematical Technician                                | 24.59 |
| 30361 - Paralegal/Legal Assistant I                            | 16.01 |
| 30362 - Paralegal/Legal Assistant II                           | 19.83 |
| 30363 - Paralegal/Legal Assistant III                          | 24.25 |
| 30364 - Paralegal/Legal Assistant IV                           | 29.34 |
| 30390 - Photo-Optics Technician                                | 23.77 |
| 30461 - Technical Writer I                                     | 20.49 |
| 30462 - Technical Writer II                                    | 25.08 |
| 30463 - Technical Writer III                                   | 30.07 |
| 30491 - Unexploded Ordnance (UXO) Technician I                 | 21.58 |
| 30492 - Unexploded Ordnance (UXO) Technician II                | 26.11 |
| 30493 - Unexploded Ordnance (UXO) Technician III               | 31.30 |
| 30494 - Unexploded (UXO) Safety Escort                         | 21.58 |
| 30495 - Unexploded (UXO) Sweep Personnel                       | 21.58 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2)        | 22.54 |
| Surface Programs   |       |
| 30621 - Weather Observer, Senior (see 2)                       | 23.77 |
| 31000 - Transportation/Mobile Equipment Operation Occupations  |       |
| 31020 - Bus Aide   | 13.34 |
| 31030 - Bus Driver   | 16.73 |
| 31043 - Driver Courier   | 16.62 |
| 31260 - Parking and Lot Attendant                              | 9.97  |
| 31290 - Shuttle Bus Driver                                     | 17.39 |
| 31310 - Taxi Driver  | 12.54 |
| 31361 - Truckdriver, Light                                     | 17.39 |
| 31362 - Truckdriver, Medium                                    | 20.24 |

|   |       |
|---|-------|
| 31363 - Truckdriver, Heavy              | 22.34 |
| 31364 - Truckdriver, Tractor-Trailer    | 22.34 |
| 99000 - Miscellaneous Occupations       |       |
| 99030 - Cashier                         | 10.21 |
| 99050 - Desk Clerk                      | 9.86  |
| 99095 - Embalmer                        | 23.07 |
| 99251 - Laboratory Animal Caretaker I   | 9.71  |
| 99252 - Laboratory Animal Caretaker II  | 10.16 |
| 99310 - Mortician                       | 25.38 |
| 99410 - Pest Controller                 | 16.42 |
| 99510 - Photofinishing Worker           | 11.51 |
| 99710 - Recycling Laborer               | 16.12 |
| 99711 - Recycling Specialist            | 19.15 |
| 99730 - Refuse Collector                | 14.93 |
| 99810 - Sales Clerk                     | 10.34 |
| 99820 - School Crossing Guard           | 9.76  |
| 99830 - Survey Party Chief              | 20.24 |
| 99831 - Surveying Aide                  | 10.46 |
| 99832 - Surveying Technician            | 16.44 |
| 99840 - Vending Machine Attendant       | 12.60 |
| 99841 - Vending Machine Repairer        | 16.49 |
| 99842 - Vending Machine Repairer Helper | 13.60 |

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.35 per hour or \$134.00 per week or \$580.66 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 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 NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer



System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** 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(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.



WD 05-2515 (Rev.-10) was first posted on www.wdol.gov on 07/28/2009

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REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Shirley F. Ebbesen                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2005-2515  
Revision No.: 10  
Date Of Revision: 07/22/2009

State: Texas

Area: Texas Counties of Austin, Brazoria, Chambers, Colorado, Fort Bend,  
Galveston, Grimes, Harris, Houston, Jackson, Lavaca, Liberty, Madison,  
Matagorda, Montgomery, San Jacinto, Trinity, Walker, Waller, Washington,  
Wharton

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

| OCCUPATION CODE - TITLE                                 | FOOTNOTE | RATE  |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations |          |       |
| 01011 - Accounting Clerk I                              |          | 14.89 |
| 01012 - Accounting Clerk II                             |          | 16.71 |
| 01013 - Accounting Clerk III                            |          | 18.78 |
| 01020 - Administrative Assistant                        |          | 23.55 |
| 01040 - Court Reporter                                  |          | 21.79 |
| 01051 - Data Entry Operator I                           |          | 12.09 |
| 01052 - Data Entry Operator II                          |          | 14.32 |
| 01060 - Dispatcher, Motor Vehicle                       |          | 15.96 |
| 01070 - Document Preparation Clerk                      |          | 13.41 |
| 01090 - Duplicating Machine Operator                    |          | 13.41 |
| 01111 - General Clerk I                                 |          | 10.80 |
| 01112 - General Clerk II                                |          | 12.97 |
| 01113 - General Clerk III                               |          | 14.88 |
| 01120 - Housing Referral Assistant                      |          | 20.55 |
| 01141 - Messenger Courier                               |          | 11.95 |
| 01191 - Order Clerk I                                   |          | 13.52 |
| 01192 - Order Clerk II                                  |          | 15.24 |
| 01261 - Personnel Assistant (Employment) I              |          | 15.13 |
| 01262 - Personnel Assistant (Employment) II             |          | 16.92 |
| 01263 - Personnel Assistant (Employment) III            |          | 18.86 |
| 01270 - Production Control Clerk                        |          | 19.10 |
| 01280 - Receptionist                                    |          | 12.02 |
| 01290 - Rental Clerk                                    |          | 14.75 |
| 01300 - Scheduler, Maintenance                          |          | 15.92 |
| 01311 - Secretary I                                     |          | 15.92 |
| 01312 - Secretary II                                    |          | 17.90 |
| 01313 - Secretary III                                   |          | 20.55 |
| 01320 - Service Order Dispatcher                        |          | 15.16 |

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|--|-------|
| 01410 - Supply Technician                            | 23.55 |
| 01420 - Survey Worker                                | 16.59 |
| 01531 - Travel Clerk I                               | 13.63 |
| 01532 - Travel Clerk II                              | 14.69 |
| 01533 - Travel Clerk III                             | 15.71 |
| 01611 - Word Processor I                             | 13.50 |
| 01612 - Word Processor II                            | 15.59 |
| 01613 - Word Processor III                           | 17.44 |
| 05000 - Automotive Service Occupations               |       |
| 05005 - Automobile Body Repairer, Fiberglass         | 24.80 |
| 05010 - Automotive Electrician                       | 22.66 |
| 05040 - Automotive Glass Installer                   | 21.68 |
| 05070 - Automotive Worker                            | 20.91 |
| 05110 - Mobile Equipment Servicer                    | 19.27 |
| 05130 - Motor Equipment Metal Mechanic               | 24.53 |
| 05160 - Motor Equipment Metal Worker                 | 20.91 |
| 05190 - Motor Vehicle Mechanic                       | 24.53 |
| 05220 - Motor Vehicle Mechanic Helper                | 18.48 |
| 05250 - Motor Vehicle Upholstery Worker              | 19.84 |
| 05280 - Motor Vehicle Wrecker                        | 20.91 |
| 05310 - Painter, Automotive                          | 22.66 |
| 05340 - Radiator Repair Specialist                   | 22.88 |
| 05370 - Tire Repairer                                | 14.40 |
| 05400 - Transmission Repair Specialist               | 25.17 |
| 07000 - Food Preparation And Service Occupations     |       |
| 07010 - Baker  | 10.04 |
| 07041 - Cook I                                       | 9.52  |
| 07042 - Cook II                                      | 10.88 |
| 07070 - Dishwasher                                   | 8.11  |
| 07130 - Food Service Worker                          | 9.12  |
| 07210 - Meat Cutter                                  | 12.53 |
| 07260 - Waiter/Waitress                              | 7.97  |
| 09000 - Furniture Maintenance And Repair Occupations |       |
| 09010 - Electrostatic Spray Painter                  | 16.65 |
| 09040 - Furniture Handler                            | 11.74 |
| 09080 - Furniture Refinisher                         | 16.09 |
| 09090 - Furniture Refinisher Helper                  | 13.74 |
| 09110 - Furniture Repairer, Minor                    | 15.29 |
| 09130 - Upholsterer                                  | 16.65 |
| 11000 - General Services And Support Occupations     |       |
| 11030 - Cleaner, Vehicles                            | 9.90  |
| 11060 - Elevator Operator                            | 8.17  |
| 11090 - Gardener                                     | 14.52 |
| 11122 - Housekeeping Aide                            | 8.17  |
| 11150 - Janitor                                      | 8.17  |
| 11210 - Laborer, Grounds Maintenance                 | 10.93 |
| 11240 - Maid or Houseman                             | 7.73  |
| 11260 - Pruner                                       | 8.99  |
| 11270 - Tractor Operator                             | 12.82 |
| 11330 - Trail Maintenance Worker                     | 10.93 |
| 11360 - Window Cleaner                               | 8.92  |
| 12000 - Health Occupations                           |       |

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|--|-------|
| 12010 - Ambulance Driver                                     | 14.48 |
| 12011 - Breath Alcohol Technician                            | 15.64 |
| 12012 - Certified Occupational Therapist Assistant           | 21.54 |
| 12015 - Certified Physical Therapist Assistant               | 22.53 |
| 12020 - Dental Assistant                                     | 15.64 |
| 12025 - Dental Hygienist                                     | 32.49 |
| 12030 - EKG Technician                                       | 23.56 |
| 12035 - Electroneurodiagnostic Technologist                  | 23.56 |
| 12040 - Emergency Medical Technician                         | 14.48 |
| 12071 - Licensed Practical Nurse I                           | 18.94 |
| 12072 - Licensed Practical Nurse II                          | 21.19 |
| 12073 - Licensed Practical Nurse III                         | 23.62 |
| 12100 - Medical Assistant                                    | 12.40 |
| 12130 - Medical Laboratory Technician                        | 15.90 |
| 12160 - Medical Record Clerk                                 | 14.53 |
| 12190 - Medical Record Technician                            | 16.57 |
| 12195 - Medical Transcriptionist                             | 16.81 |
| 12210 - Nuclear Medicine Technologist                        | 35.13 |
| 12221 - Nursing Assistant I                                  | 7.79  |
| 12222 - Nursing Assistant II                                 | 10.02 |
| 12223 - Nursing Assistant III                                | 10.94 |
| 12224 - Nursing Assistant IV                                 | 12.40 |
| 12235 - Optical Dispenser                                    | 15.26 |
| 12236 - Optical Technician                                   | 13.90 |
| 12250 - Pharmacy Technician                                  | 17.44 |
| 12280 - Phlebotomist   | 13.30 |
| 12305 - Radiologic Technologist                              | 24.27 |
| 12311 - Registered Nurse I                                   | 29.05 |
| 12312 - Registered Nurse II                                  | 35.53 |
| 12313 - Registered Nurse II, Specialist                      | 35.53 |
| 12314 - Registered Nurse III                                 | 42.98 |
| 12315 - Registered Nurse III, Anesthetist                    | 42.98 |
| 12316 - Registered Nurse IV                                  | 51.52 |
| 12317 - Scheduler (Drug and Alcohol Testing)                 | 21.85 |
| 13000 - Information And Arts Occupations                     |       |
| 13011 - Exhibits Specialist I                                | 19.30 |
| 13012 - Exhibits Specialist II                               | 24.74 |
| 13013 - Exhibits Specialist III                              | 28.94 |
| 13041 - Illustrator I  | 18.07 |
| 13042 - Illustrator II                                       | 22.56 |
| 13043 - Illustrator III                                      | 27.38 |
| 13047 - Librarian  | 26.69 |
| 13050 - Library Aide/Clerk                                   | 10.26 |
| 13054 - Library Information Technology Systems Administrator | 24.09 |
| 13058 - Library Technician                                   | 14.58 |
| 13061 - Media Specialist I                                   | 17.39 |
| 13062 - Media Specialist II                                  | 19.46 |
| 13063 - Media Specialist III                                 | 21.68 |
| 13071 - Photographer I                                       | 13.93 |
| 13072 - Photographer II                                      | 17.60 |
| 13073 - Photographer III                                     | 22.56 |



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|---|---------------|
| 13074 - Photographer IV   | 26.40         |
| 13075 - Photographer V  | 30.06         |
| 13110 - Video Teleconference Technician                         | 16.73         |
| 14000 - Information Technology Occupations                      |               |
| 14041 - Computer Operator I                                     | 16.41         |
| 14042 - Computer Operator II                                    | 18.35         |
| 14043 - Computer Operator III                                   | 20.46         |
| 14044 - Computer Operator IV                                    | 22.74         |
| 14045 - Computer Operator V                                     | 25.18         |
| 14071 - Computer Programmer I                                   | (see 1) 25.36 |
| 14072 - Computer Programmer II                                  | (see 1)       |
| 14073 - Computer Programmer III                                 | (see 1)       |
| 14074 - Computer Programmer IV                                  | (see 1)       |
| 14101 - Computer Systems Analyst I                              | (see 1)       |
| 14102 - Computer Systems Analyst II                             | (see 1)       |
| 14103 - Computer Systems Analyst III                            | (see 1)       |
| 14150 - Peripheral Equipment Operator                           | 16.41         |
| 14160 - Personal Computer Support Technician                    | 22.74         |
| 15000 - Instructional Occupations                               |               |
| 15010 - Aircrew Training Devices Instructor (Non-Rated)         | 32.64         |
| 15020 - Aircrew Training Devices Instructor (Rated)             | 39.49         |
| 15030 - Air Crew Training Devices Instructor (Pilot)            | 47.34         |
| 15050 - Computer Based Training Specialist / Instructor         | 31.10         |
| 15060 - Educational Technologist                                | 29.02         |
| 15070 - Flight Instructor (Pilot)                               | 47.34         |
| 15080 - Graphic Artist  | 25.42         |
| 15090 - Technical Instructor                                    | 22.43         |
| 15095 - Technical Instructor/Course Developer                   | 27.43         |
| 15110 - Test Proctor  | 18.43         |
| 15120 - Tutor   | 18.43         |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations |               |
| 16010 - Assembler   | 9.40          |
| 16030 - Counter Attendant                                       | 9.40          |
| 16040 - Dry Cleaner   | 12.06         |
| 16070 - Finisher, Flatwork, Machine                             | 9.40          |
| 16090 - Presser, Hand   | 9.40          |
| 16110 - Presser, Machine, Drycleaning                           | 9.40          |
| 16130 - Presser, Machine, Shirts                                | 9.40          |
| 16160 - Presser, Machine, Wearing Apparel, Laundry              | 9.40          |
| 16190 - Sewing Machine Operator                                 | 12.79         |
| 16220 - Tailor  | 13.75         |
| 16250 - Washer, Machine   | 10.32         |
| 19000 - Machine Tool Operation And Repair Occupations           |               |
| 19010 - Machine-Tool Operator (Tool Room)                       | 18.32         |
| 19040 - Tool And Die Maker                                      | 21.12         |
| 21000 - Materials Handling And Packing Occupations              |               |
| 21020 - Forklift Operator                                       | 12.84         |
| 21030 - Material Coordinator                                    | 18.58         |
| 21040 - Material Expediter                                      | 18.58         |
| 21050 - Material Handling Laborer                               | 12.26         |
| 21071 - Order Filler  | 11.47         |
| 21080 - Production Line Worker (Food Processing)                | 12.84         |

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| 21110 - Shipping Packer  | 14.60 |
| 21130 - Shipping/Receiving Clerk   | 14.60 |
| 21140 - Store Worker I   | 10.67 |
| 21150 - Stock Clerk  | 15.13 |
| 21210 - Tools And Parts Attendant  | 13.58 |
| 21410 - Warehouse Specialist   | 12.84 |
| 23000 - Mechanics And Maintenance And Repair Occupations                           |       |
| 23010 - Aerospace Structural Welder  | 28.07 |
| 23021 - Aircraft Mechanic I  | 26.73 |
| 23022 - Aircraft Mechanic II   | 28.07 |
| 23023 - Aircraft Mechanic III  | 29.47 |
| 23040 - Aircraft Mechanic Helper   | 20.93 |
| 23050 - Aircraft, Painter  | 24.39 |
| 23060 - Aircraft Servicer  | 23.28 |
| 23080 - Aircraft Worker  | 24.53 |
| 23110 - Appliance Mechanic   | 17.26 |
| 23120 - Bicycle Repairer   | 13.91 |
| 23125 - Cable Splicer  | 25.34 |
| 23130 - Carpenter, Maintenance   | 18.58 |
| 23140 - Carpet Layer   | 17.83 |
| 23160 - Electrician, Maintenance   | 26.51 |
| 23181 - Electronics Technician Maintenance I                                       | 21.28 |
| 23182 - Electronics Technician Maintenance II                                      | 23.89 |
| 23183 - Electronics Technician Maintenance III                                     | 25.10 |
| 23260 - Fabric Worker  | 15.97 |
| 23290 - Fire Alarm System Mechanic   | 19.95 |
| 23310 - Fire Extinguisher Repairer   | 15.46 |
| 23311 - Fuel Distribution System Mechanic  | 19.28 |
| 23312 - Fuel Distribution System Operator  | 16.33 |
| 23370 - General Maintenance Worker   | 18.08 |
| 23380 - Ground Support Equipment Mechanic  | 26.73 |
| 23381 - Ground Support Equipment Servicer  | 23.28 |
| 23382 - Ground Support Equipment Worker  | 24.53 |
| 23391 - Gunsmith I   | 15.46 |
| 23392 - Gunsmith II  | 18.08 |
| 23393 - Gunsmith III   | 20.27 |
| 23410 - Heating, Ventilation And Air-Conditioning<br>Mechanic                      | 21.04 |
| 23411 - Heating, Ventilation And Air Contditioning<br>Mechanic (Research Facility) | 21.95 |
| 23430 - Heavy Equipment Mechanic   | 19.45 |
| 23440 - Heavy Equipment Operator   | 19.26 |
| 23460 - Instrument Mechanic  | 23.52 |
| 23465 - Laboratory/Shelter Mechanic  | 19.29 |
| 23470 - Laborer  | 10.97 |
| 23510 - Locksmith  | 18.99 |
| 23530 - Machinery Maintenance Mechanic   | 22.76 |
| 23550 - Machinist, Maintenance   | 20.16 |
| 23580 - Maintenance Trades Helper  | 13.58 |
| 23591 - Metrology Technician I   | 23.52 |
| 23592 - Metrology Technician II  | 24.54 |
| 23593 - Metrology Technician III   | 25.58 |



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|---|-------|
| 23640 - Millwright  | 21.53 |
| 23710 - Office Appliance Repairer                         | 18.99 |
| 23760 - Painter, Maintenance                              | 18.99 |
| 23790 - Pipefitter, Maintenance                           | 19.44 |
| 23810 - Plumber, Maintenance                              | 18.98 |
| 23820 - Pneudraulic Systems Mechanic                      | 20.27 |
| 23850 - Rigger  | 19.47 |
| 23870 - Scale Mechanic                                    | 18.08 |
| 23890 - Sheet-Metal Worker, Maintenance                   | 19.95 |
| 23910 - Small Engine Mechanic                             | 18.08 |
| 23931 - Telecommunications Mechanic I                     | 23.89 |
| 23932 - Telecommunications Mechanic II                    | 24.95 |
| 23950 - Telephone Lineman                                 | 23.20 |
| 23960 - Welder, Combination, Maintenance                  | 20.27 |
| 23965 - Well Driller                                      | 20.27 |
| 23970 - Woodcraft Worker                                  | 20.27 |
| 23980 - Woodworker  | 15.04 |
| 24000 - Personal Needs Occupations                        |       |
| 24570 - Child Care Attendant                              | 10.65 |
| 24580 - Child Care Center Clerk                           | 13.27 |
| 24610 - Chore Aide  | 7.25  |
| 24620 - Family Readiness And Support Services Coordinator | 12.57 |
| 24630 - Homemaker   | 16.84 |
| 25000 - Plant And System Operations Occupations           |       |
| 25010 - Boiler Tender                                     | 21.14 |
| 25040 - Sewage Plant Operator                             | 18.70 |
| 25070 - Stationary Engineer                               | 21.14 |
| 25190 - Ventilation Equipment Tender                      | 14.33 |
| 25210 - Water Treatment Plant Operator                    | 18.32 |
| 27000 - Protective Service Occupations                    |       |
| 27004 - Alarm Monitor                                     | 16.14 |
| 27007 - Baggage Inspector                                 | 11.15 |
| 27008 - Corrections Officer                               | 18.04 |
| 27010 - Court Security Officer                            | 19.25 |
| 27030 - Detection Dog Handler                             | 17.90 |
| 27040 - Detention Officer                                 | 18.04 |
| 27070 - Firefighter                                       | 19.10 |
| 27101 - Guard I   | 11.15 |
| 27102 - Guard II  | 17.90 |
| 27131 - Police Officer I                                  | 23.52 |
| 27132 - Police Officer II                                 | 26.14 |
| 28000 - Recreation Occupations                            |       |
| 28041 - Carnival Equipment Operator                       | 11.63 |
| 28042 - Carnival Equipment Repairer                       | 12.36 |
| 28043 - Carnival Equipment Worker                         | 8.51  |
| 28210 - Gate Attendant/Gate Tender                        | 13.90 |
| 28310 - Lifeguard   | 12.38 |
| 28350 - Park Attendant (Aide)                             | 15.55 |
| 28510 - Recreation Aide/Health Facility Attendant         | 11.35 |
| 28515 - Recreation Specialist                             | 17.83 |
| 28630 - Sports Official                                   | 12.38 |



|   |               |
|---|---------------|
| 28690 - Swimming Pool Operator                                      | 17.44         |
| 29000 - Stevedoring/Longshoremen Occupational Services              |               |
| 29010 - Blocker And Bracer  | 19.36         |
| 29020 - Hatch Tender  | 19.36         |
| 29030 - Line Handler  | 19.36         |
| 29041 - Stevedore I   | 17.98         |
| 29042 - Stevedore II  | 20.65         |
| 30000 - Technical Occupations                                       |               |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2)        | 39.61         |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2)       | 27.31         |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)      | 30.07         |
| 30021 - Archeological Technician I                                  | 21.10         |
| 30022 - Archeological Technician II                                 | 25.47         |
| 30023 - Archeological Technician III                                | 30.62         |
| 30030 - Cartographic Technician                                     | 30.62         |
| 30040 - Civil Engineering Technician                                | 30.03         |
| 30061 - Drafter/CAD Operator I                                      | 21.10         |
| 30062 - Drafter/CAD Operator II                                     | 24.71         |
| 30063 - Drafter/CAD Operator III                                    | 27.56         |
| 30064 - Drafter/CAD Operator IV                                     | 32.42         |
| 30081 - Engineering Technician I                                    | 18.25         |
| 30082 - Engineering Technician II                                   | 22.45         |
| 30083 - Engineering Technician III                                  | 25.11         |
| 30084 - Engineering Technician IV                                   | 31.09         |
| 30085 - Engineering Technician V                                    | 38.65         |
| 30086 - Engineering Technician VI                                   | 46.04         |
| 30090 - Environmental Technician                                    | 29.96         |
| 30210 - Laboratory Technician                                       | 23.56         |
| 30240 - Mathematical Technician                                     | 30.62         |
| 30361 - Paralegal/Legal Assistant I                                 | 20.47         |
| 30362 - Paralegal/Legal Assistant II                                | 25.36         |
| 30363 - Paralegal/Legal Assistant III                               | 31.02         |
| 30364 - Paralegal/Legal Assistant IV                                | 37.52         |
| 30390 - Photo-Optics Technician                                     | 30.62         |
| 30461 - Technical Writer I  | 21.46         |
| 30462 - Technical Writer II   | 26.25         |
| 30463 - Technical Writer III  | 31.75         |
| 30491 - Unexploded Ordnance (UXO) Technician I                      | 25.17         |
| 30492 - Unexploded Ordnance (UXO) Technician II                     | 30.45         |
| 30493 - Unexploded Ordnance (UXO) Technician III                    | 36.50         |
| 30494 - Unexploded (UXO) Safety Escort                              | 25.17         |
| 30495 - Unexploded (UXO) Sweep Personnel                            | 25.17         |
| 30620 - Weather Observer, Combined Upper Air Or<br>Surface Programs | (see 2) 26.35 |
| 30621 - Weather Observer, Senior                                    | (see 2) 30.48 |
| 31000 - Transportation/Mobile Equipment Operation Occupations       |               |
| 31020 - Bus Aide  | 11.25         |
| 31030 - Bus Driver  | 16.38         |
| 31043 - Driver Courier  | 12.75         |
| 31260 - Parking and Lot Attendant                                   | 8.34          |
| 31290 - Shuttle Bus Driver  | 13.89         |
| 31310 - Taxi Driver   | 11.54         |

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|---|-------|
| 31361 - Truckdriver, Light              | 13.89 |
| 31362 - Truckdriver, Medium             | 17.25 |
| 31363 - Truckdriver, Heavy              | 19.46 |
| 31364 - Truckdriver, Tractor-Trailer    | 19.46 |
| 99000 - Miscellaneous Occupations       |       |
| 99030 - Cashier                         | 9.10  |
| 99050 - Desk Clerk                      | 10.65 |
| 99095 - Embalmer                        | 21.55 |
| 99251 - Laboratory Animal Caretaker I   | 9.74  |
| 99252 - Laboratory Animal Caretaker II  | 10.71 |
| 99310 - Mortician                       | 24.04 |
| 99410 - Pest Controller                 | 14.36 |
| 99510 - Photofinishing Worker           | 11.47 |
| 99710 - Recycling Laborer               | 14.96 |
| 99711 - Recycling Specialist            | 18.24 |
| 99730 - Refuse Collector                | 13.34 |
| 99810 - Sales Clerk                     | 11.51 |
| 99820 - School Crossing Guard           | 9.96  |
| 99830 - Survey Party Chief              | 20.96 |
| 99831 - Surveying Aide                  | 14.35 |
| 99832 - Surveying Technician            | 18.13 |
| 99840 - Vending Machine Attendant       | 12.00 |
| 99841 - Vending Machine Repairer        | 14.41 |
| 99842 - Vending Machine Repairer Helper | 12.31 |

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.35 per hour or \$134.00 per week or \$580.66 per 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 4174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive,



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

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

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** 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 ordinance, 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(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.

WD 05-2509 (Rev.-8) was first posted on www.wdol.gov on 07/28/2009

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REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Shirley F. Ebbesen                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2005-2509  
Revision No.: 8  
Date Of Revision: 07/22/2009

State: Texas

Area: Texas Counties of Collin, Cooke, Dallas, Delta, Denton, Ellis, Fannin,  
Grayson, Henderson, Hopkins, Hunt, Kaufman, Lamar, Navarro, Rains, Rockwall,  
Smith, Van Zandt, Wood

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

| OCCUPATION CODE - TITLE                                 | FOOTNOTE | RATE  |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations |          |       |
| 01011 - Accounting Clerk I                              |          | 14.36 |
| 01012 - Accounting Clerk II                             |          | 16.13 |
| 01013 - Accounting Clerk III                            |          | 18.03 |
| 01020 - Administrative Assistant                        |          | 23.50 |
| 01040 - Court Reporter                                  |          | 17.25 |
| 01051 - Data Entry Operator I                           |          | 12.21 |
| 01052 - Data Entry Operator II                          |          | 13.32 |
| 01060 - Dispatcher, Motor Vehicle                       |          | 19.42 |
| 01070 - Document Preparation Clerk                      |          | 13.03 |
| 01090 - Duplicating Machine Operator                    |          | 13.03 |
| 01111 - General Clerk I                                 |          | 11.32 |
| 01112 - General Clerk II                                |          | 12.54 |
| 01113 - General Clerk III                               |          | 14.07 |
| 01120 - Housing Referral Assistant                      |          | 20.66 |
| 01141 - Messenger Courier                               |          | 9.80  |
| 01191 - Order Clerk I                                   |          | 12.69 |
| 01192 - Order Clerk II                                  |          | 14.68 |
| 01261 - Personnel Assistant (Employment) I              |          | 15.24 |
| 01262 - Personnel Assistant (Employment) II             |          | 17.05 |
| 01263 - Personnel Assistant (Employment) III            |          | 19.53 |
| 01270 - Production Control Clerk                        |          | 21.30 |
| 01280 - Receptionist                                    |          | 13.36 |
| 01290 - Rental Clerk                                    |          | 15.05 |
| 01300 - Scheduler, Maintenance                          |          | 16.57 |
| 01311 - Secretary I                                     |          | 16.57 |
| 01312 - Secretary II                                    |          | 18.53 |
| 01313 - Secretary III                                   |          | 20.66 |
| 01320 - Service Order Dispatcher                        |          | 15.88 |
| 01410 - Supply Technician                               |          | 23.50 |



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|--|-------|
| 01420 - Survey Worker                                | 17.25 |
| 01531 - Travel Clerk I                               | 12.55 |
| 01532 - Travel Clerk II                              | 13.48 |
| 01533 - Travel Clerk III                             | 14.47 |
| 01611 - Word Processor I                             | 12.80 |
| 01612 - Word Processor II                            | 15.05 |
| 01613 - Word Processor III                           | 17.25 |
| 05000 - Automotive Service Occupations               |       |
| 05005 - Automobile Body Repairer, Fiberglass         | 20.00 |
| 05010 - Automotive Electrician                       | 23.04 |
| 05040 - Automotive Glass Installer                   | 20.93 |
| 05070 - Automotive Worker                            | 22.02 |
| 05110 - Mobile Equipment Servicer                    | 18.52 |
| 05130 - Motor Equipment Metal Mechanic               | 22.16 |
| 05160 - Motor Equipment Metal Worker                 | 20.93 |
| 05190 - Motor Vehicle Mechanic                       | 22.99 |
| 05220 - Motor Vehicle Mechanic Helper                | 17.27 |
| 05250 - Motor Vehicle Upholstery Worker              | 19.82 |
| 05280 - Motor Vehicle Wrecker                        | 20.93 |
| 05310 - Painter, Automotive                          | 24.22 |
| 05340 - Radiator Repair Specialist                   | 20.93 |
| 05370 - Tire Repairer                                | 12.44 |
| 05400 - Transmission Repair Specialist               | 22.16 |
| 07000 - Food Preparation And Service Occupations     |       |
| 07010 - Baker  | 11.26 |
| 07041 - Cook I                                       | 9.05  |
| 07042 - Cook II                                      | 10.24 |
| 07070 - Dishwasher                                   | 8.38  |
| 07130 - Food Service Worker                          | 8.98  |
| 07210 - Meat Cutter                                  | 13.11 |
| 07260 - Waiter/Waitress                              | 7.94  |
| 09000 - Furniture Maintenance And Repair Occupations |       |
| 09010 - Electrostatic Spray Painter                  | 15.32 |
| 09040 - Furniture Handler                            | 10.24 |
| 09080 - Furniture Refinisher                         | 15.32 |
| 09090 - Furniture Refinisher Helper                  | 12.02 |
| 09110 - Furniture Repairer, Minor                    | 13.78 |
| 09130 - Upholsterer                                  | 16.53 |
| 11000 - General Services And Support Occupations     |       |
| 11030 - Cleaner, Vehicles                            | 9.83  |
| 11060 - Elevator Operator                            | 9.46  |
| 11090 - Gardener                                     | 12.15 |
| 11122 - Housekeeping Aide                            | 8.60  |
| 11150 - Janitor                                      | 9.70  |
| 11210 - Laborer, Grounds Maintenance                 | 10.39 |
| 11240 - Maid or Houseman                             | 8.04  |
| 11260 - Pruner                                       | 11.58 |
| 11270 - Tractor Operator                             | 11.81 |
| 11330 - Trail Maintenance Worker                     | 10.39 |
| 11360 - Window Cleaner                               | 11.12 |
| 12000 - Health Occupations                           |       |
| 12010 - Ambulance Driver                             | 15.56 |

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|--|-------|
| 12011 - Breath Alcohol Technician                            | 19.08 |
| 12012 - Certified Occupational Therapist Assistant           | 26.02 |
| 12015 - Certified Physical Therapist Assistant               | 24.23 |
| 12020 - Dental Assistant                                     | 19.08 |
| 12025 - Dental Hygienist                                     | 36.14 |
| 12030 - EKG Technician                                       | 28.89 |
| 12035 - Electroneurodiagnostic Technologist                  | 28.89 |
| 12040 - Emergency Medical Technician                         | 15.56 |
| 12071 - Licensed Practical Nurse I                           | 17.06 |
| 12072 - Licensed Practical Nurse II                          | 19.08 |
| 12073 - Licensed Practical Nurse III                         | 21.27 |
| 12100 - Medical Assistant                                    | 15.37 |
| 12130 - Medical Laboratory Technician                        | 19.22 |
| 12160 - Medical Record Clerk                                 | 15.45 |
| 12190 - Medical Record Technician                            | 15.40 |
| 12195 - Medical Transcriptionist                             | 15.45 |
| 12210 - Nuclear Medicine Technologist                        | 33.52 |
| 12221 - Nursing Assistant I                                  | 9.70  |
| 12222 - Nursing Assistant II                                 | 11.45 |
| 12223 - Nursing Assistant III                                | 12.01 |
| 12224 - Nursing Assistant IV                                 | 13.52 |
| 12235 - Optical Dispenser                                    | 15.11 |
| 12236 - Optical Technician                                   | 12.53 |
| 12250 - Pharmacy Technician                                  | 13.99 |
| 12280 - Phlebotomist   | 13.52 |
| 12305 - Radiologic Technologist                              | 23.47 |
| 12311 - Registered Nurse I                                   | 25.82 |
| 12312 - Registered Nurse II                                  | 31.58 |
| 12313 - Registered Nurse II, Specialist                      | 31.58 |
| 12314 - Registered Nurse III                                 | 38.19 |
| 12315 - Registered Nurse III, Anesthetist                    | 38.19 |
| 12316 - Registered Nurse IV                                  | 45.78 |
| 12317 - Scheduler (Drug and Alcohol Testing)                 | 24.20 |
| 13000 - Information And Arts Occupations                     |       |
| 13011 - Exhibits Specialist I                                | 18.00 |
| 13012 - Exhibits Specialist II                               | 22.30 |
| 13013 - Exhibits Specialist III                              | 27.27 |
| 13041 - Illustrator I  | 23.08 |
| 13042 - Illustrator II                                       | 25.58 |
| 13043 - Illustrator III                                      | 32.05 |
| 13047 - Librarian  | 31.56 |
| 13050 - Library Aide/Clerk                                   | 13.88 |
| 13054 - Library Information Technology Systems Administrator | 25.45 |
| 13058 - Library Technician                                   | 13.46 |
| 13061 - Media Specialist I                                   | 17.41 |
| 13062 - Media Specialist II                                  | 19.46 |
| 13063 - Media Specialist III                                 | 21.70 |
| 13071 - Photographer I                                       | 14.66 |
| 13072 - Photographer II                                      | 16.93 |
| 13073 - Photographer III                                     | 21.16 |
| 13074 - Photographer IV                                      | 24.89 |

|   |               |
|---|---------------|
| 13075 - Photographer V  | 30.05         |
| 13110 - Video Teleconference Technician                         | 17.91         |
| 14000 - Information Technology Occupations                      |               |
| 14041 - Computer Operator I                                     | 15.84         |
| 14042 - Computer Operator II                                    | 17.72         |
| 14043 - Computer Operator III                                   | 20.78         |
| 14044 - Computer Operator IV                                    | 24.67         |
| 14045 - Computer Operator V                                     | 27.31         |
| 14071 - Computer Programmer I                                   | (see 1) 26.27 |
| 14072 - Computer Programmer II                                  | (see 1)       |
| 14073 - Computer Programmer III                                 | (see 1)       |
| 14074 - Computer Programmer IV                                  | (see 1)       |
| 14101 - Computer Systems Analyst I                              | (see 1)       |
| 14102 - Computer Systems Analyst II                             | (see 1)       |
| 14103 - Computer Systems Analyst III                            | (see 1)       |
| 14150 - Peripheral Equipment Operator                           | 15.84         |
| 14160 - Personal Computer Support Technician                    | 24.67         |
| 15000 - Instructional Occupations                               |               |
| 15010 - Aircrew Training Devices Instructor (Non-Rated)         | 30.38         |
| 15020 - Aircrew Training Devices Instructor (Rated)             | 34.63         |
| 15030 - Air Crew Training Devices Instructor (Pilot)            | 38.09         |
| 15050 - Computer Based Training Specialist / Instructor         | 29.32         |
| 15060 - Educational Technologist                                | 28.93         |
| 15070 - Flight Instructor (Pilot)                               | 38.09         |
| 15080 - Graphic Artist  | 21.95         |
| 15090 - Technical Instructor                                    | 22.61         |
| 15095 - Technical Instructor/Course Developer                   | 26.97         |
| 15110 - Test Proctor  | 18.16         |
| 15120 - Tutor   | 18.16         |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations |               |
| 16010 - Assembler   | 8.96          |
| 16030 - Counter Attendant                                       | 8.96          |
| 16040 - Dry Cleaner   | 11.40         |
| 16070 - Finisher, Flatwork, Machine                             | 8.96          |
| 16090 - Presser, Hand   | 8.96          |
| 16110 - Presser, Machine, Drycleaning                           | 8.96          |
| 16130 - Presser, Machine, Shirts                                | 8.96          |
| 16160 - Presser, Machine, Wearing Apparel, Laundry              | 8.96          |
| 16190 - Sewing Machine Operator                                 | 12.02         |
| 16220 - Tailor  | 12.82         |
| 16250 - Washer, Machine   | 9.79          |
| 19000 - Machine Tool Operation And Repair Occupations           |               |
| 19010 - Machine-Tool Operator (Tool Room)                       | 17.44         |
| 19040 - Tool And Die Maker                                      | 20.04         |
| 21000 - Materials Handling And Packing Occupations              |               |
| 21020 - Forklift Operator                                       | 15.02         |
| 21030 - Material Coordinator                                    | 19.45         |
| 21040 - Material Expediter                                      | 19.45         |
| 21050 - Material Handling Laborer                               | 12.80         |
| 21071 - Order Filler  | 13.02         |
| 21080 - Production Line Worker (Food Processing)                | 15.02         |
| 21110 - Shipping Packer   | 12.98         |



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| 21130 - Shipping/Receiving Clerk   | 12.98 |
| 21140 - Store Worker I   | 10.36 |
| 21150 - Stock Clerk  | 15.01 |
| 21210 - Tools And Parts Attendant  | 14.96 |
| 21410 - Warehouse Specialist   | 15.02 |
| 23000 - Mechanics And Maintenance And Repair Occupations                           |       |
| 23010 - Aerospace Structural Welder  | 27.96 |
| 23021 - Aircraft Mechanic I  | 26.69 |
| 23022 - Aircraft Mechanic II   | 27.96 |
| 23023 - Aircraft Mechanic III  | 29.26 |
| 23040 - Aircraft Mechanic Helper   | 18.10 |
| 23050 - Aircraft, Painter  | 23.80 |
| 23060 - Aircraft Servicer  | 20.76 |
| 23080 - Aircraft Worker  | 21.94 |
| 23110 - Appliance Mechanic   | 17.18 |
| 23120 - Bicycle Repairer   | 12.44 |
| 23125 - Cable Splicer  | 19.60 |
| 23130 - Carpenter, Maintenance   | 15.68 |
| 23140 - Carpet Layer   | 16.43 |
| 23160 - Electrician, Maintenance   | 20.94 |
| 23181 - Electronics Technician Maintenance I                                       | 22.33 |
| 23182 - Electronics Technician Maintenance II                                      | 26.16 |
| 23183 - Electronics Technician Maintenance III                                     | 29.34 |
| 23260 - Fabric Worker  | 16.68 |
| 23290 - Fire Alarm System Mechanic   | 17.31 |
| 23310 - Fire Extinguisher Repairer   | 14.90 |
| 23311 - Fuel Distribution System Mechanic  | 19.17 |
| 23312 - Fuel Distribution System Operator  | 16.29 |
| 23370 - General Maintenance Worker   | 16.09 |
| 23380 - Ground Support Equipment Mechanic  | 26.69 |
| 23381 - Ground Support Equipment Servicer  | 20.76 |
| 23382 - Ground Support Equipment Worker  | 21.94 |
| 23391 - Gunsmith I   | 14.90 |
| 23392 - Gunsmith II  | 17.12 |
| 23393 - Gunsmith III   | 19.00 |
| 23410 - Heating, Ventilation And Air-Conditioning<br>Mechanic                      | 18.91 |
| 23411 - Heating, Ventilation And Air Contditioning<br>Mechanic (Research Facility) | 19.75 |
| 23430 - Heavy Equipment Mechanic   | 18.47 |
| 23440 - Heavy Equipment Operator   | 16.14 |
| 23460 - Instrument Mechanic  | 21.16 |
| 23465 - Laboratory/Shelter Mechanic  | 18.01 |
| 23470 - Laborer  | 10.80 |
| 23510 - Locksmith  | 18.99 |
| 23530 - Machinery Maintenance Mechanic   | 19.81 |
| 23550 - Machinist, Maintenance   | 15.93 |
| 23580 - Maintenance Trades Helper  | 12.02 |
| 23591 - Metrology Technician I   | 21.16 |
| 23592 - Metrology Technician II  | 22.15 |
| 23593 - Metrology Technician III   | 23.19 |
| 23640 - Millwright   | 22.28 |

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| 23710 - Office Appliance Repairer                         | 17.15 |
| 23760 - Painter, Maintenance                              | 15.32 |
| 23790 - Pipefitter, Maintenance                           | 21.65 |
| 23810 - Plumber, Maintenance                              | 20.61 |
| 23820 - Pneudraulic Systems Mechanic                      | 19.00 |
| 23850 - Rigger  | 20.03 |
| 23870 - Scale Mechanic                                    | 17.12 |
| 23890 - Sheet-Metal Worker, Maintenance                   | 16.62 |
| 23910 - Small Engine Mechanic                             | 14.69 |
| 23931 - Telecommunications Mechanic I                     | 23.56 |
| 23932 - Telecommunications Mechanic II                    | 24.66 |
| 23950 - Telephone Lineman                                 | 21.34 |
| 23960 - Welder, Combination, Maintenance                  | 16.14 |
| 23965 - Well Driller                                      | 17.29 |
| 23970 - Woodcraft Worker                                  | 17.75 |
| 23980 - Woodworker  | 12.88 |
| 24000 - Personal Needs Occupations                        |       |
| 24570 - Child Care Attendant                              | 10.73 |
| 24580 - Child Care Center Clerk                           | 13.39 |
| 24610 - Chore Aide  | 7.25  |
| 24620 - Family Readiness And Support Services Coordinator | 11.33 |
| 24630 - Homemaker   | 17.11 |
| 25000 - Plant And System Operations Occupations           |       |
| 25010 - Boiler Tender                                     | 22.92 |
| 25040 - Sewage Plant Operator                             | 17.25 |
| 25070 - Stationary Engineer                               | 22.92 |
| 25190 - Ventilation Equipment Tender                      | 14.13 |
| 25210 - Water Treatment Plant Operator                    | 17.25 |
| 27000 - Protective Service Occupations                    |       |
| 27004 - Alarm Monitor                                     | 16.68 |
| 27007 - Baggage Inspector                                 | 12.79 |
| 27008 - Corrections Officer                               | 18.17 |
| 27010 - Court Security Officer                            | 21.62 |
| 27030 - Detection Dog Handler                             | 16.68 |
| 27040 - Detention Officer                                 | 18.17 |
| 27070 - Firefighter                                       | 20.79 |
| 27101 - Guard I   | 12.79 |
| 27102 - Guard II  | 16.68 |
| 27131 - Police Officer I                                  | 26.25 |
| 27132 - Police Officer II                                 | 29.16 |
| 28000 - Recreation Occupations                            |       |
| 28041 - Carnival Equipment Operator                       | 11.17 |
| 28042 - Carnival Equipment Repairer                       | 11.86 |
| 28043 - Carnival Equipment Worker                         | 8.64  |
| 28210 - Gate Attendant/Gate Tender                        | 12.56 |
| 28310 - Lifeguard   | 11.19 |
| 28350 - Park Attendant (Aide)                             | 14.94 |
| 28510 - Recreation Aide/Health Facility Attendant         | 11.06 |
| 28515 - Recreation Specialist                             | 14.87 |
| 28630 - Sports Official                                   | 11.90 |
| 28690 - Swimming Pool Operator                            | 21.99 |

|   |               |
|---|---------------|
| 29000 - Stevedoring/Longshoremen Occupational Services              |               |
| 29010 - Blocker And Bracer  | 17.12         |
| 29020 - Hatch Tender  | 17.12         |
| 29030 - Line Handler  | 17.12         |
| 29041 - Stevedore I   | 14.92         |
| 29042 - Stevedore II  | 16.54         |
| 30000 - Technical Occupations                                       |               |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2)        | 35.63         |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2)       | 24.57         |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)      | 27.05         |
| 30021 - Archeological Technician I                                  | 17.20         |
| 30022 - Archeological Technician II                                 | 19.87         |
| 30023 - Archeological Technician III                                | 24.64         |
| 30030 - Cartographic Technician                                     | 24.64         |
| 30040 - Civil Engineering Technician                                | 23.51         |
| 30061 - Drafter/CAD Operator I                                      | 17.77         |
| 30062 - Drafter/CAD Operator II                                     | 19.87         |
| 30063 - Drafter/CAD Operator III                                    | 22.18         |
| 30064 - Drafter/CAD Operator IV                                     | 27.28         |
| 30081 - Engineering Technician I                                    | 15.96         |
| 30082 - Engineering Technician II                                   | 17.91         |
| 30083 - Engineering Technician III                                  | 20.03         |
| 30084 - Engineering Technician IV                                   | 24.82         |
| 30085 - Engineering Technician V                                    | 30.36         |
| 30086 - Engineering Technician VI                                   | 36.74         |
| 30090 - Environmental Technician                                    | 24.64         |
| 30210 - Laboratory Technician                                       | 22.28         |
| 30240 - Mathematical Technician                                     | 24.64         |
| 30361 - Paralegal/Legal Assistant I                                 | 17.84         |
| 30362 - Paralegal/Legal Assistant II                                | 22.10         |
| 30363 - Paralegal/Legal Assistant III                               | 27.03         |
| 30364 - Paralegal/Legal Assistant IV                                | 32.70         |
| 30390 - Photo-Optics Technician                                     | 24.64         |
| 30461 - Technical Writer I  | 22.50         |
| 30462 - Technical Writer II   | 27.52         |
| 30463 - Technical Writer III  | 33.31         |
| 30491 - Unexploded Ordnance (UXO) Technician I                      | 22.64         |
| 30492 - Unexploded Ordnance (UXO) Technician II                     | 27.39         |
| 30493 - Unexploded Ordnance (UXO) Technician III                    | 32.83         |
| 30494 - Unexploded (UXO) Safety Escort                              | 22.64         |
| 30495 - Unexploded (UXO) Sweep Personnel                            | 22.64         |
| 30620 - Weather Observer, Combined Upper Air Or<br>Surface Programs | (see 2) 22.18 |
| 30621 - Weather Observer, Senior                                    | (see 2) 24.09 |
| 31000 - Transportation/Mobile Equipment Operation Occupations       |               |
| 31020 - Bus Aide  | 10.18         |
| 31030 - Bus Driver  | 14.88         |
| 31043 - Driver Courier  | 14.39         |
| 31260 - Parking and Lot Attendant                                   | 8.85          |
| 31290 - Shuttle Bus Driver  | 15.74         |
| 31310 - Taxi Driver   | 9.76          |
| 31361 - Truckdriver, Light  | 15.74         |



|   |       |
|---|-------|
| 31362 - Truckdriver, Medium             | 19.69 |
| 31363 - Truckdriver, Heavy              | 20.52 |
| 31364 - Truckdriver, Tractor-Trailer    | 20.52 |
| 99000 - Miscellaneous Occupations       |       |
| 99030 - Cashier                         | 9.26  |
| 99050 - Desk Clerk                      | 9.75  |
| 99095 - Embalmer                        | 20.39 |
| 99251 - Laboratory Animal Caretaker I   | 10.06 |
| 99252 - Laboratory Animal Caretaker II  | 11.00 |
| 99310 - Mortician                       | 22.94 |
| 99410 - Pest Controller                 | 17.25 |
| 99510 - Photofinishing Worker           | 12.31 |
| 99710 - Recycling Laborer               | 15.88 |
| 99711 - Recycling Specialist            | 19.54 |
| 99730 - Refuse Collector                | 14.05 |
| 99810 - Sales Clerk                     | 13.65 |
| 99820 - School Crossing Guard           | 9.30  |
| 99830 - Survey Party Chief              | 20.65 |
| 99831 - Surveying Aide                  | 12.37 |
| 99832 - Surveying Technician            | 15.86 |
| 99840 - Vending Machine Attendant       | 12.81 |
| 99841 - Vending Machine Repairer        | 15.48 |
| 99842 - Vending Machine Repairer Helper | 12.77 |

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.35 per hour or \$134.00 per week or \$580.66 per 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 4174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because

most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

**HAZARDOUS PAY DIFFERENTIAL:** 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(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.

|   |                                 |  |                                       |
|---|---------------------------------|--|---------------------------------------|
| AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT  |                                 | 1. CONTRACT ID CODE  | PAGE OF PAGES<br>1 7                  |
| 2. AMENDMENT/MODIFICATION NO.<br>P00008   | 3. EFFECTIVE DATE<br>08/14/2009 | 4. REQUISITION/PURCHASE REQ. NO.   | 5. PROJECT NO. (if applicable)        |
| 6. ISSUED BY<br>USCIS Contracting Office<br>Department of Homeland Security<br>70 Kimball Avenue<br>South Burlington VT 05403   | CODE<br>CIS                     | 7. ADMINISTERED BY (if other than Item 6)<br>USCIS Contracting Office<br>Department of Homeland Security<br>70 Kimball Avenue<br>South Burlington VT 05403 | CODE<br>CIS                           |
| 8. NAME AND ADDRESS OF CONTRACTOR (City, street, county, State and ZIP Code)<br>ALUTIIQ BUSINESS SERVICES LLC<br>3909 ARCTIC BLVD SUITE 400<br>ANCHORAGE AK 995035710 |                                 | 9A. AMENDMENT OF SOLICITATION NO.<br>(X)   | 9B. DATED (SEE ITEM 11)<br>08/13/2008 |
| CODE<br>7950219680000   | FACILITY CODE                   | 9C. MODIFICATION OF CONTRACT/ORDER NO.<br>HSSCCG-08-D-00009  | 9D. DATED (SEE ITEM 13)<br>08/13/2008 |

10. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers  is extended.  is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 9 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 ACKNOWLEDGEMENT 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 ONLY APPLIES TO MODIFICATION OF CONTRACT/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

|           |   |
|-----------|---|
| CHECK ONE | 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 14a.  |
|           | B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.100D. |
| X         | C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:<br>FAR 52.222-43   |
|           | D. OTHER (Specify type of modification and authority)   |

11. IMPORTANT: Contractor  is not,  is required to sign this document and return \_\_\_\_\_ 1 \_\_\_\_\_ copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)  
 DONS Number: 795021968+0000  
 Rates are revised as specified below to reflect Wage Determinations incorporated by Modification P00007.

LIST OF CHANGES:  
 Total Amount for this Modification: \$103,874.12  
 New Total Amount for this Version: \$4,127,298.20  
 New Total Amount for this Award: \$67,504,204.16  
 CHANGES FOR LINE ITEM NUMBER: 1001K  
 Unit Price changed from [redacted]  
 Total Amount changed  
 Continued ...

(b)(4)

Except as provided herein, all terms and conditions of the document referenced in Item 8A or 10A, as heretofore changed, remain unchanged and in full force and effect.

|  |   |
|--|---|
| 15A. NAME AND TITLE OF SIGNER (Type or print)<br>Owen C. Powell, Jr.<br>Program Manager        | 15B. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)<br>Heidi M. Salter             |
| 15B. CONTRACTING OFFICER<br><i>Heidi M. Salter</i><br>(Signature of person authorized to sign) | 15C. DATE SIGNED<br>9 OCT 09  |
| 15C. DATE SIGNED<br>9 OCT 09   | 15D. UNITED STATES OF AMERICA<br><i>[Signature]</i><br>(Signature of Contracting Officer) |
|  | 15E. DATE SIGNED<br>10/13/09  |

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NAME OF OFFEROR OR CONTRACTOR  
ALUTIIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)             | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|--------------------------------------|-----------------|-------------|-------------------|---------------|
| (b)(4)          | from [REDACTED]                      |                 |             |                   |               |
|                 | CHANGES FOR LINE ITEM NUMBER: 1001L  |                 |             |                   |               |
| (b)(4)          | Unit Price changed from [REDACTED]   |                 |             |                   |               |
|                 | Total Amount changed from [REDACTED] |                 |             |                   |               |
|                 | CHANGES FOR LINE ITEM NUMBER: 1001M  |                 |             |                   |               |
| (b)(4)          | Unit Price changed from [REDACTED]   |                 |             |                   |               |
|                 | Total Amount changed from [REDACTED] |                 |             |                   |               |
|                 | CHANGES FOR LINE ITEM NUMBER: 1001N  |                 |             |                   |               |
| (b)(4)          | Unit Price changed from [REDACTED]   |                 |             |                   |               |
|                 | Total Amount changed from [REDACTED] |                 |             |                   |               |
|                 | CHANGES FOR LINE ITEM NUMBER: 1001O  |                 |             |                   |               |
| (b)(4)          | Unit Price changed from [REDACTED]   |                 |             |                   |               |
|                 | Total Amount changed from [REDACTED] |                 |             |                   |               |
|                 | CHANGES FOR LINE ITEM NUMBER: 1001P  |                 |             |                   |               |
| (b)(4)          | Unit Price changed from [REDACTED]   |                 |             |                   |               |
|                 | Total Amount changed from [REDACTED] |                 |             |                   |               |
|                 | CHANGES FOR LINE ITEM NUMBER: 1001Q  |                 |             |                   |               |
| (b)(4)          | Unit Price changed from [REDACTED]   |                 |             |                   |               |
|                 | Total Amount changed from [REDACTED] |                 |             |                   |               |
|                 | CHANGES FOR LINE ITEM NUMBER: 1001R  |                 |             |                   |               |
| (b)(4)          | Unit Price changed from [REDACTED]   |                 |             |                   |               |
|                 | Total Amount changed from [REDACTED] |                 |             |                   |               |
|                 | CHANGES FOR LINE ITEM NUMBER: 1002E  |                 |             |                   |               |
| (b)(4)          | Unit Price changed from [REDACTED]   |                 |             |                   |               |
|                 | Total Amount changed from [REDACTED] |                 |             |                   |               |
|                 | CHANGES FOR LINE ITEM NUMBER: 1003A  |                 |             |                   |               |
| (b)(4)          | Unit Price changed from [REDACTED]   |                 |             |                   |               |
|                 | Total Amount changed from [REDACTED] |                 |             |                   |               |
|                 | CHANGES FOR LINE ITEM NUMBER: 1003B  |                 |             |                   |               |
| (b)(4)          | Unit Price changed from [REDACTED]   |                 |             |                   |               |
|                 | Total Amount changed from [REDACTED] |                 |             |                   |               |
|                 | Continued ...                        |                 |             |                   |               |



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| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)  | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
| (b)(4)          | from [REDACTED]   |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1003C<br>Unit Price changed from [REDACTED]<br>Total Amount changed [REDACTED]<br>from [REDACTED] |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1003E<br>Unit Price changed from [REDACTED]<br>Total Amount changed [REDACTED]<br>from [REDACTED] |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1003F<br>Unit Price changed from [REDACTED]<br>Total Amount changed [REDACTED]<br>from [REDACTED] |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1003G<br>Unit Price changed from [REDACTED]<br>Total Amount changed [REDACTED]<br>from [REDACTED] |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1003H<br>Unit Price changed from [REDACTED]<br>Total Amount changed [REDACTED]<br>from [REDACTED] |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1004A<br>Unit Price changed from [REDACTED]<br>Total Amount changed [REDACTED]<br>from [REDACTED] |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1004C<br>Unit Price changed from [REDACTED]<br>Total Amount changed [REDACTED]<br>from [REDACTED] |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1004D<br>Unit Price changed from [REDACTED]<br>Total Amount changed [REDACTED]<br>from [REDACTED] |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1005A<br>Unit Price changed from [REDACTED]<br>Total Amount changed [REDACTED]<br>from [REDACTED] |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1005B<br>Unit Price changed from [REDACTED]<br>Total Amount changed [REDACTED]<br>Continued ...   |                 |             |                   |               |

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| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)  | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
| (b)(4)          | from [REDACTED]   |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1005E<br>Unit Price changed from [REDACTED]<br>Total Amount changed from [REDACTED]             |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1005F<br>Unit Price changed from [REDACTED]<br>Total Amount changed from [REDACTED]             |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1005K<br>Unit Price changed from [REDACTED]<br>Total Amount changed from [REDACTED]             |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1005L<br>Unit Price changed from [REDACTED]<br>Total Amount changed from [REDACTED]             |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1007E<br>Unit Price changed from [REDACTED]<br>Total Amount changed from [REDACTED]             |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1007G<br>Unit Price changed from [REDACTED]<br>Total Amount changed from [REDACTED]             |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1007H<br>Unit Price changed from [REDACTED]<br>Total Amount changed from [REDACTED]             |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1007I<br>Unit Price changed from [REDACTED]<br>Total Amount changed from [REDACTED]             |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1007J<br>Unit Price changed from [REDACTED]<br>Total Amount changed from [REDACTED]             |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1007K<br>Unit Price changed from [REDACTED]<br>Total Amount changed [REDACTED]<br>Continued ... |                 |             |                   |               |

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NAME OF OFFEROR OR CONTRACTOR  
ALUTIIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)  | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
| (b)(4)          | from [REDACTED]   |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1007L<br>Unit Price changed from [REDACTED]<br>Total Amount changed [REDACTED]<br>from [REDACTED]   |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1007M<br>Unit Price changed from [REDACTED]<br>Total Amount changed [REDACTED]<br>from [REDACTED]   |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1007O<br>Unit Price changed from [REDACTED]<br>Total Amount changed [REDACTED]<br>from [REDACTED]   |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1007Q<br>Unit Price changed from [REDACTED]   |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1007AA<br>Unit Price changed from [REDACTED]<br>Total Amount changed [REDACTED]<br>from [REDACTED]  |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1007AB<br>Unit Price changed from [REDACTED]<br>Total Amount changed [REDACTED]<br>from [REDACTED]  |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1007AC<br>Unit Price changed from [REDACTED]<br>Total Amount changed [REDACTED]<br>from [REDACTED]  |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 1007AD<br>Unit Price changed from [REDACTED]<br>Total Amount changed [REDACTED]<br>from [REDACTED]  |                 |             |                   |               |
|                 | All other terms and conditions remain unchanged.  |                 |             |                   |               |
|                 | Discount Terms:<br>Net 30<br>Delivery Location Code: HQOSI<br>Department of Homeland Security<br>US Citizenship & Immigration Svcs<br>Office of Security & Investigations<br>111 MASS AVE, NW, Suite 7000<br>Washington DC 20529<br>Continued ... |                 |             |                   |               |



NAME OF OFFEROR OR CONTRACTOR  
ALUTIIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)  | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
|                 | FOB: Destination<br>Period of Performance: 08/14/2008 to 08/13/2013 |                 |             |                   |               |

# Best "Reproducible" Copy Available

(b)(4)

| NSA Mission F0000               |  | Page 7 of 7      |                  |
|---------------------------------|--|------------------|------------------|
| Web Component NSACCS-40 & 50000 |  |                  |                  |
| CLASS                           | Description  | Budget           | Funds            |
|                                 | <b>0000 Personal Security</b>                        |                  |                  |
| 000A                            | ARS Senior Personnel Security Specialist - VI (Sect) |                  |                  |
| 000B                            | ARS Senior Personnel Security Specialist - VI (OT)   |                  |                  |
| 000C                            | ARS Senior Personnel Security Specialist - DC (Sect) |                  |                  |
| 000D                            | ARS Senior Personnel Security Specialist - DC (OT)   |                  |                  |
| 000E                            | ARS Senior Personnel Security Specialist - VI (Sect) |                  |                  |
| 000F                            | ARS Senior Personnel Security Specialist - VI (OT)   |                  |                  |
| 000G                            | ARS Senior Personnel Security Specialist - DC (Sect) |                  |                  |
| 000H                            | ARS Senior Personnel Security Specialist - DC (OT)   |                  |                  |
| 000I                            | ARS Security Analyst - VI (Sect)                     |                  |                  |
| 000J                            | ARS Security Analyst - VI (OT)                       |                  |                  |
| 000K                            | ARS Program Support Analyst - VI (Sect)              |                  |                  |
| 000L                            | ARS Program Support Analyst - VI (OT)                |                  |                  |
| 000M                            | ARS Administrative Specialist I - VI (Sect)          |                  |                  |
| 000N                            | ARS Administrative Specialist I - VI (OT)            |                  |                  |
| 000O                            | ARS Administrative Specialist I - VI (Sect)          |                  |                  |
| 000P                            | ARS Administrative Specialist I - VI (OT)            |                  |                  |
| 000Q                            | ARS Administrative Specialist II - VI (Sect)         |                  |                  |
| 000R                            | ARS Administrative Specialist II - VI (OT)           |                  |                  |
|                                 | <b>Total Personal Security</b>                       |                  |                  |
|                                 | <b>0010 Administrative Security</b>                  |                  |                  |
| 001A                            | ARS Senior Security Analyst - DC (Sect)              |                  |                  |
| 001B                            | ARS Senior Security Analyst - DC (OT)                |                  |                  |
| 001C                            | ARS Information Assurance - DC (Sect)                |                  |                  |
| 001D                            | ARS Information Assurance - DC (OT)                  |                  |                  |
| 001E                            | ARS Program Support Analyst - DC (Sect)              |                  |                  |
| 001F                            | ARS Program Support Analyst - DC (OT)                |                  |                  |
| 001G                            | ARS Security Analyst - DC (Sect)                     |                  |                  |
| 001H                            | ARS Security Analyst - DC (OT)                       |                  |                  |
|                                 | <b>Total Administrative Security</b>                 |                  |                  |
|                                 | <b>0020 Investigations</b>                           |                  |                  |
| 002A                            | ARS Administrative Specialist I - DC (Sect)          |                  |                  |
| 002B                            | ARS Administrative Specialist I - DC (OT)            |                  |                  |
| 002C                            | ARS Administrative Specialist I - Division (Sect)    |                  |                  |
| 002D                            | ARS Administrative Specialist I - Division (OT)      |                  |                  |
| 002E                            | ARS Administrative Specialist I - Law Agency (Sect)  |                  |                  |
| 002F                            | ARS Administrative Specialist I - Law Agency (OT)    |                  |                  |
| 002G                            | ARS Administrative Specialist I - Outside (Sect)     |                  |                  |
| 002H                            | ARS Administrative Specialist I - Outside (OT)       |                  |                  |
|                                 | <b>Total Investigations</b>                          |                  |                  |
|                                 | <b>0030 Internal Security</b>                        |                  |                  |
| 003A                            | ARS Program Support Analyst - DC (Sect)              |                  |                  |
| 003B                            | ARS Program Support Analyst - DC (OT)                |                  |                  |
| 003C                            | ARS Administrative Assistant IV - DC (Sect)          |                  |                  |
| 003D                            | ARS Administrative Assistant IV - DC (OT)            |                  |                  |
|                                 | <b>Total Internal Security</b>                       |                  |                  |
|                                 | <b>0040 Resource Management</b>                      |                  |                  |
| 004A                            | NRIS Administrative Specialist I - DC (Sect)         |                  |                  |
| 004B                            | NRIS Administrative Specialist I - DC (OT)           |                  |                  |
| 004C                            | NRIS Administrative Specialist IV - DC (Sect)        |                  |                  |
| 004D                            | NRIS Administrative Specialist IV - DC (OT)          |                  |                  |
| 004E                            | NRIS Logistics Supply Clerk - DC (Sect)              |                  |                  |
| 004F                            | NRIS Logistics Supply Clerk - DC (OT)                |                  |                  |
| 004G                            | NRIS Program Support Analyst - DC (Sect)             |                  |                  |
| 004H                            | NRIS Program Support Analyst - DC (OT)               |                  |                  |
| 004I                            | NRIS Senior Financial Analyst - DC (Sect)            |                  |                  |
| 004J                            | NRIS Senior Financial Analyst - DC (OT)              |                  |                  |
| 004K                            | NRIS Administrative Specialist II - DC (Sect)        |                  |                  |
| 004L                            | NRIS Administrative Specialist II - DC (OT)          |                  |                  |
|                                 | <b>Total Resource Management</b>                     |                  |                  |
|                                 | <b>0050 Policy, Planning and Human Resources</b>     |                  |                  |
| 005A                            | ARS Senior Security Analyst - DC (Sect)              |                  |                  |
| 005B                            | ARS Senior Security Analyst - DC (OT)                |                  |                  |
|                                 | <b>Total Policy, Planning and Human Resources</b>    |                  |                  |
|                                 | <b>0060 Physical Security</b>                        |                  |                  |
| 006A                            | ARS Senior Security Analyst - DC (Sect)              |                  |                  |
| 006B                            | ARS Senior Security Analyst - DC (OT)                |                  |                  |
| 006C                            | ARS Security Analyst - DC (Sect)                     |                  |                  |
| 006D                            | ARS Security Analyst - DC (OT)                       |                  |                  |
| 006E                            | ARS Program Support Analyst - DC (Sect)              |                  |                  |
| 006F                            | ARS Program Support Analyst - DC (OT)                |                  |                  |
| 006G                            | ARS Administrative Specialist I - DC (Sect)          |                  |                  |
| 006H                            | ARS Administrative Specialist I - DC (OT)            |                  |                  |
| 006I                            | ARS Program Support Analyst - Logistics (Sect)       |                  |                  |
| 006J                            | ARS Program Support Analyst - Logistics (OT)         |                  |                  |
| 006K                            | ARS Program Support Analyst - Defense (Sect)         |                  |                  |
| 006L                            | ARS Program Support Analyst - Defense (OT)           |                  |                  |
| 006M                            | ARS Program Support Analyst - Outside (Sect)         |                  |                  |
| 006N                            | ARS Program Support Analyst - Outside (OT)           |                  |                  |
| 006O                            | ARS Program Support Analyst - Burlington (Sect)      |                  |                  |
| 006P                            | ARS Program Support Analyst - Burlington (OT)        |                  |                  |
| 006Q                            | ARS Administrative Assistant I - Outside (Sect)      |                  |                  |
| 006R                            | ARS Administrative Assistant I - Outside (OT)        |                  |                  |
| 006S                            | ARS Security Analyst - Logistics (Sect)              |                  |                  |
| 006T                            | ARS Security Analyst - Logistics (OT)                |                  |                  |
| 006U                            | ARS Security Analyst - Defense (Sect)                |                  |                  |
| 006V                            | ARS Security Analyst - Defense (OT)                  |                  |                  |
| 006W                            | ARS Security Analyst - Outside (Sect)                |                  |                  |
| 006X                            | ARS Security Analyst - Outside (OT)                  |                  |                  |
| 006Y                            | ARS Security Analyst - Burlington (Sect)             |                  |                  |
| 006Z                            | ARS Security Analyst - Burlington (OT)               |                  |                  |
| 007A                            | ARS Administrative Specialist IV - DC (Sect)         |                  |                  |
| 007B                            | ARS Administrative Specialist IV - DC (OT)           |                  |                  |
| 007C                            | ARS Administrative Specialist I - Bulfinch (Sect)    |                  |                  |
| 007D                            | ARS Administrative Specialist I - Bulfinch (OT)      |                  |                  |
|                                 | <b>Total Physical Security</b>                       |                  |                  |
| 008                             | Command Center Operations                            |                  |                  |
| 009                             | Other Direct Costs                                   | \$2,000,000      | \$2,000,000      |
| 010                             | Program Management                                   |                  |                  |
| 011                             | Personal Security Pre-Entry on Duty In-Talk          |                  |                  |
| <b>GRAND TOTAL, OPTION YEAR</b> |  | <b>1,000,000</b> | <b>1,000,000</b> |

|   |                                 |  |  |
|---|---------------------------------|--|--|
| AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT  |                                 | 1. CONTRACT ID CODE  | PAGE OF PAGES<br>1 5                   |
| 2. AMENDMENT/MODIFICATION NO.<br>P00009   | 3. EFFECTIVE DATE<br>01/14/2010 | 4. REQUISITION/PURCHASE REQ. NO.   | 5. PROJECT NO. (if applicable)         |
| 6. ISSUED BY<br>USCIS Contracting Office<br>Department of Homeland Security<br>70 Kimball Avenue<br>South Burlington VT 05403                                       | CODE<br>CIS                     | 7. ADMINISTERED BY (if other than Item 6)<br>USCIS Contracting Office<br>Department of Homeland Security<br>70 Kimball Avenue<br>South Burlington VT 05403 | CODE<br>CIS                            |
| 8. NAME AND ADDRESS OF CONTRACTOR (No. street, county, state and ZIP Code)<br>ALUTIIQ BUSINESS SERVICES LLC<br>3909 ARCTIC BLVD SUITE 400<br>ANCHORAGE AK 995035710 |                                 | 9A. AMENDMENT OF SOLICITATION NO.<br>00  | 9B. DATED (SEE ITEM 11)                |
| CODE 7950219680000  | FACILITY CODE                   | X 10A. MODIFICATION OF CONTRACT/ORDER NO.<br>HSSCCG-08-D-00009   | 10B. DATED (SEE ITEM 13)<br>08/13/2008 |

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers  is amended.  is not amended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 8 and 15, and returning \_\_\_\_\_ copies of the amendment, (b) By acknowledging receipt of this amendment on each copy of the offer submitted, or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT 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 ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

|                                     |   |
|-------------------------------------|---|
| <input type="checkbox"/>            | 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.  |
| <input type="checkbox"/>            | B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b). |
| <input type="checkbox"/>            | C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:  |
| <input checked="" type="checkbox"/> | D. OTHER (Specify type of modification and authority)<br>By mutual agreement.   |

E. IMPORTANT: Contractor  or sign.  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)  
DUNS Number: 795021968+0000  
Section 7.H Command Center Operations is replaced by: 7.J Command Center Basic Operations and 7.K Command Center Contingency Operations. See Attachment A for service specifications.

LIST OF CHANGES:  
Total Amount for this Modification: -\$551,094.28  
New Total Amount for this Version: \$8,328,431.00  
New Total Amount for this Award: \$66,953,109.88  
CHANGES FOR LINE ITEM NUMBER: 1008  
Quantity changed from   
Total Amount changed  
Continued ...

Except as provided herein, all terms and conditions of the document referenced in Item 5A or 10A, as heretofore changed, remain unchanged and in full force and effect.

|  |   |                                |   |   |                              |
|--|---|--------------------------------|---|---|------------------------------|
| 15A. NAME AND TITLE OF SIGNER (Type or print)<br><b>Owen C. Powell, Jr.</b><br>Program Manager | 15B. CONTRACTOR/OFFEROR<br><i>Owen C. Powell, Jr.</i><br>Contractor | 15C. DATE SIGNED<br>5 Jan 2010 | 16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)<br>Heidi M. Salter | 16B. SIGNING OFFICER<br><i>Heidi M. Salter</i><br>Contracting Officer | 16C. DATE SIGNED<br>01/05/10 |
|--|---|--------------------------------|---|---|------------------------------|

(b)(4)



CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
HSSCCG-08-D-00009/P00009

PAGE 2 OF 5

NAME OF OFFEROR OR CONTRACTOR  
ALUTIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)  | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
| (b)(4)          | from [redacted]<br>End Date changed from 13-AUG-10 to 13-JAN-10   |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 2008<br>Quantity changed from [redacted]<br>Total Amount changed from [redacted]  |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 3008<br>Quantity changed from [redacted]<br>Total Amount changed from [redacted]  |                 |             |                   |               |
| (b)(4)          | CHANGES FOR LINE ITEM NUMBER: 4008<br>Quantity changed from [redacted]<br>Total Amount changed from [redacted]  |                 |             |                   |               |
|                 | Discount Terms:<br>Net 30<br>Delivery Location Code: HQOSI<br>Department of Homeland Security<br>US Citizenship & Immigration Svcs<br>Office of Security & Investigations<br>111 MASS AVE, NW, Suite 7000<br>Washington DC 20529<br><br>FOB: Destination<br>Period of Performance: 08/14/2008 to 08/13/2013 |                 |             |                   | (b)(4)        |
| 1008A           | Command Center Basic Operations per Section C, SOW Paragraph 7.J. and individual task orders. Pricing is on a fixed price per month basis. Obligated Amount: \$0.00<br><br>Delivery: 08/13/2010   | [redacted]      |             |                   |               |
| 1008B           | Command Center Contingency Operations per Section C, SOW Paragraph 7.K. and individual task orders. Pricing is on a Time and Materials basis. Obligated Amount: \$0.00<br><br>Delivery: 08/13/2010  | 1               | EA          | 0.00              | 0.00          |
|                 |   |                 |             |                   | (b)(4)        |
| 1008B1          | ABS Senior Security Analyst - DC (Base)<br>Obligated Amount: \$0.00<br><br>Delivery: 08/13/2010   | [redacted]      |             |                   |               |
| 1008B2          | ABS Security Analyst - DC (Base)<br>Continued ...   |                 |             |                   |               |

NAME OF OFFEROR OR CONTRACTOR  
ALUTIIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)  | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
|                 | Obligated Amount: \$0.00  |                 |             |                   |               |
|                 | Delivery: 08/13/2010  |                 |             |                   | (b)(4)        |
| 2008A           | Command Center Basic Operations per Section C, SOW Paragraph 7.J. and individual task orders. Pricing is on a fixed price per month basis. Amount: [redacted] (Option Line Item) 08/13/2010 |                 |             |                   | 0.00          |
|                 | Delivery: 08/13/2011  |                 |             |                   |               |
| 2008B           | Command Center Contingency Operations per Section C, SOW Paragraph 7.K. and individual task orders. Pricing is on a Time and Materials basis Amount: \$0.00 (Option Line Item) 08/13/2010   | 1               | EA          | 0.00              | 0.00          |
|                 | Delivery: 08/13/2011  |                 |             |                   | (b)(4)        |
| 2008B1          | ABS Senior Security Analyst - DC (Base) Amount: [redacted] (Option Line Item) 08/13/2010  |                 |             |                   | 0.00          |
|                 | Delivery: 08/13/2011  |                 |             |                   |               |
| 2008B2          | ABS Security Analyst - DC (Base) Amount: [redacted] (Option Line Item) 08/13/2010   |                 |             |                   | 0.00          |
|                 | Delivery: 08/13/2011  |                 |             |                   |               |
| 3008A           | Command Center Basic Operations per Section C, SOW Paragraph 7.J. and individual task orders. Pricing is on a fixed price per month basis. Amount: [redacted] (Option Line Item) 08/13/2011 |                 |             |                   | 0.00          |
|                 | Delivery: 08/13/2012  |                 |             |                   |               |
| 3008B           | Command Center Contingency Operations per Section C, SOW Paragraph 7.K. and individual task orders. Pricing is on a Time and Materials basis Amount: \$0.00 (Option Line Item) 08/13/2011   | 1               | EA          | 0.00              | 0.00          |
|                 | Delivery: 08/13/2012  |                 |             |                   | (b)(4)        |
| 3008B1          | ABS Senior Security Analyst - DC (Base) Amount: [redacted] (Option Line Item) Continued ...   |                 |             |                   | 0.00          |

(b)(4)

(b)(4)

(b)(4)

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(b)(4)

**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
HSSCCG-08-D-00009/P00009

PAGE OF  
4 5

NAME OF OFFEROR OR CONTRACTOR  
ALOTIQ BUSINESS SERVICES LLC

| ITEM NO.<br>(A)  | SUPPLIES/SERVICES<br>(B)   | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E)  | AMOUNT<br>(F) |
|------------------|--|-----------------|-------------|--------------------|---------------|
|                  | 08/13/2011<br>Delivery: 08/13/2012   |                 |             | (b)(4)             |               |
| (b)(4)<br>3008B2 | ABS Security Analyst - DC (Base)<br>Amount: [redacted] Option Line Item)<br>08/13/2011<br>Delivery: 08/13/2012   |                 |             |                    | 0.00          |
| (b)(4)<br>4008A  | Command Center Basic Operations per Section C,<br>SOW Paragraph 7.J. and individual task orders.<br>Pricing is on a fixed price per month basis.<br>Amount: [redacted] Option Line Item)<br>08/13/2012<br>Delivery: 08/13/2013 |                 |             |                    | 0.00          |
| 4008B            | Command Center Contingency Operations per Section<br>C, SOW Paragraph 7.K. and individual task orders.<br>Pricing is on a Time and Materials basis<br>Amount: \$0.00 (Option Line Item)<br>08/13/2012<br>Delivery: 08/13/2013  | 1               | EA          | 0.00<br><br>(b)(4) | 0.00          |
| (b)(4)<br>4008B1 | ABS Senior Security Analyst - DC (Base)<br>Amount: [redacted] Option Line Item)<br>08/13/2012<br>Delivery: 08/13/2013  |                 |             |                    | 0.00          |
| (b)(4)<br>4008B2 | ABS Security Analyst - DC (Base)<br>Amount: [redacted] Option Line Item)<br>08/13/2012<br>Delivery: 08/13/2013   |                 |             |                    | 0.00          |



**J. Command Center Basic Operations**

**J.1.** The contractor shall support a sixteen-hour per day/five days per week; 12-hour per day weekend operational capability to receive, analyze and appropriately respond to Significant Incident Reports (SIRS), and perform continuous crisis and threat monitoring to ensure USCIS executive leadership and DHS leadership and components have a continuous flow of current security and threat information and developments.

**J.2.** The contractor shall assist OSI in ensuring that security and threat information is collected and disseminated to appropriate USCIS Senior Leaders, and assist in providing analytical support to other USCIS operations including: DHS Director's Office, Domestic Operations, Refugee Affairs and International Operations, National Security/Records Verification, Office of Emergency Management and Safety, and Fraud Detection National Security.

**J.3.** The contractor shall assist in providing continuous analysis and reporting regarding national security and fraud detection, as well as deterrence activities and technical support.

**J.4.** The contractor shall assist in the implementation and monitoring of the agency's security standards programs. Personnel responsibilities include reviewing security standards, cables, surveys, inspections, memorandums, and other reports to collect, analyze and maintain information on threats, security countermeasures, exceptions to standards and cost. The contractor shall extract data from surveys and reports for input into and maintenance of a standards compliance status database.

**J.5.** Contractor personnel must possess a Top Secret clearance with SCI access in order to work in the USCIS Command Center, and to have access to secure communications networks, and National Security Information up to the TS/SCI level.

**J.6.** Positions are required at the Secret and Top Secret level.

**K. Command Center Contingency Operations**

**K.1.** Upon notification by the government that contingency operations are required, the contractor shall support a twenty-four hour/seven days per week operational capability to receive, analyze and appropriately respond to Significant Incident Reports (SIRS), and perform continuous crisis and threat monitoring to ensure USCIS executive leadership and DHS leadership and components have a continuous flow of current security and threat information and developments to support any USCIS contingency necessitating the establishment of 24-hour operations; the contractor shall be required to provide sufficient personnel to accommodate 24-hour operations.

**K.2.** The contractor shall assist OSI in ensuring that security and threat information is collected and disseminated to appropriate USCIS Senior Leaders, and assist in providing analytical support to other USCIS operations including: DHS Director's Office, Domestic Operations, Refugee Affairs and International Operations, National Security/Records Verification, Office of Emergency Management and Safety, and Fraud Detection National Security.

**K.3.** The contractor shall assist in providing continuous analysis and reporting regarding national security and fraud detection, as well as deterrence activities and technical support.

**K.4.** The contractor shall be able to work from the designated USCIS COOP site during contingency reporting operations when required by USCIS leadership.

**K.5.** Contractor personnel must possess a Top Secret clearance with SCI access in order to work in the USCIS Command Center, and to have access to secure communications networks, and National Security Information up to the TS/SCI level.

|   |                                 |  |                                       |
|---|---------------------------------|--|---------------------------------------|
| AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT  |                                 | 1. CONTRACT ID CODE  | PAGE OF PAGES<br>1 1                  |
| 2. AMENDMENT/MODIFICATION NO.<br>P00010   | 3. EFFECTIVE DATE<br>01/19/2010 | 4. REQUISITION/PURCHASE REQ. NO.   | 5. PROJECT NO. (if applicable)        |
| 6. ISSUED BY<br>USCIS Contracting Office<br>Department of Homeland Security<br>70 Kimball Avenue<br>South Burlington VT 05403   | CODE<br>CIS                     | 7. ADMINISTERED BY (if other than Item 6)<br>USCIS Contracting Office<br>Department of Homeland Security<br>70 Kimball Avenue<br>South Burlington VT 05403 | CODE<br>CIS                           |
| 8. NAME AND ADDRESS OF CONTRACTOR (City, street, county, State and ZIP Code)<br>ALOTIIO BUSINESS SERVICES LLC<br>3909 ARCTIC BLVD SUITE 400<br>ANCHORAGE AK 995035710 |                                 | 9A. AMENDMENT OF SOLICITATION NO.<br>[ ]   | 9B. DATED (SEE ITEM 11)<br>[ ]        |
| CODE 7950219680000 FACILITY CODE  |                                 | 9C. MODIFICATION OF CONTRACT/ORDER NO.<br>X HSSCCG-08-D-00009  | 9D. DATED (SEE ITEM 13)<br>08/13/2008 |

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers  is extended,  is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 9 and 15, and retaining \_\_\_\_\_ 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 ACKNOWLEDGEMENT 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 ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

|           |   |
|-----------|---|
| CHECK ONE | 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 data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.100(b). |
|           | C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:  |
|           | D. OTHER (Specify type of modification and authority)   |
| X         | By mutual agreement   |

E. IMPORTANT: Contractor  is not,  is required to sign this document and return 1 copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible)  
DUNS Number: 795021968+0000  
The purpose of this modification is to incorporate FAR Clause 52.222-54 Employment Eligibility Verification (JAN 2009) in this contract.

Period of Performance: 08/14/2008 to 08/13/2013

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)<br>Owen C. Powell, Jr.<br>Program Manager      | 15B. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)<br>Heidi M. Salter   |
| 15B. CONTRACTOR/OFFEROR<br><i>Owen Powell Jr</i><br>(Signature of person authorized to sign) | 15C. DATE SIGNED<br>20 Jan 2010   |
| 15D. UNITED STATES OF AMERICA  | 15E. DATE SIGNED<br><i>Heidi M Salter</i><br>(Signature of Contracting Officer) |
| 15F. DATE SIGNED   | 15G. DATE SIGNED<br>01/19/2010  |