

**NAS10-99001**  
**JOINT BASE OPERATIONS AND SUPPORT**  
**CONTRACT**

**ATTACHMENT J-6**

**REGISTER OF WAGE DETERMINATION AND**  
**FRINGE BENEFITS**

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

William W. Gross Director Division of Wage Determinations

Wage Determination No.: 1994-2118  
Revision No.: 26  
Date Of Revision: 05/23/2006

State: Florida

Area: Florida Counties of Brevard, Indian River

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

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	10.76
01012 - Accounting Clerk II	12.36
01013 - Accounting Clerk III	14.60
01014 - Accounting Clerk IV	18.43
01030 - Court Reporter	14.85
01050 - Dispatcher, Motor Vehicle	13.94
01060 - Document Preparation Clerk	10.79
01070 - Messenger (Courier)	10.19
01090 - Duplicating Machine Operator	10.79
01110 - Film/Tape Librarian	11.91
01115 - General Clerk I	9.96
01116 - General Clerk II	11.21
01117 - General Clerk III	12.04
01118 - General Clerk IV	12.51
01120 - Housing Referral Assistant	16.05
01131 - Key Entry Operator I	10.45
01132 - Key Entry Operator II	11.90
01191 - Order Clerk I	10.50
01192 - Order Clerk II	12.36
01261 - Personnel Assistant (Employment) I	11.31
01262 - Personnel Assistant (Employment) II	12.81
01263 - Personnel Assistant (Employment) III	14.17
01264 - Personnel Assistant (Employment) IV	16.13
01270 - Production Control Clerk	15.83
01290 - Rental Clerk	11.89
01300 - Scheduler, Maintenance	13.50
01311 - Secretary I	13.50
01312 - Secretary II	14.85
01313 - Secretary III	16.05
01314 - Secretary IV	18.25
01315 - Secretary V	20.09
01320 - Service Order Dispatcher	12.67
01341 - Stenographer I	12.59
01342 - Stenographer II	13.50
01400 - Supply Technician	18.25
01420 - Survey Worker (Interviewer)	13.94
01460 - Switchboard Operator-Receptionist	9.20
01510 - Test Examiner	14.85

01520 - Test Proctor	14.85
01531 - Travel Clerk I	9.58
01532 - Travel Clerk II	10.37
01533 - Travel Clerk III	11.09
01611 - Word Processor I	11.10
01612 - Word Processor II	11.96
01613 - Word Processor III	14.34
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	14.31
03041 - Computer Operator I	14.31
03042 - Computer Operator II	15.57
03043 - Computer Operator III	17.46
03044 - Computer Operator IV	19.16
03045 - Computer Operator V	21.38
03071 - Computer Programmer I (1)	18.98
03072 - Computer Programmer II (1)	23.42
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	26.40
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	14.31
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	16.63
05010 - Automotive Glass Installer	15.00
05040 - Automotive Worker	15.00
05070 - Electrician, Automotive	15.86
05100 - Mobile Equipment Servicer	13.54
05130 - Motor Equipment Metal Mechanic	16.49
05160 - Motor Equipment Metal Worker	15.00
05190 - Motor Vehicle Mechanic	16.49
05220 - Motor Vehicle Mechanic Helper	12.74
05250 - Motor Vehicle Upholstery Worker	14.48
05280 - Motor Vehicle Wrecker	15.00
05310 - Painter, Automotive	15.76
05340 - Radiator Repair Specialist	15.00
05370 - Tire Repairer	13.08
05400 - Transmission Repair Specialist	16.49
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.58
07010 - Baker	11.11
07041 - Cook I	10.11
07042 - Cook II	11.11
07070 - Dishwasher	7.82
07130 - Meat Cutter	12.24
07250 - Waiter/Waitress	8.47
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	17.08
09040 - Furniture Handler	12.39
09070 - Furniture Refinisher	15.76
09100 - Furniture Refinisher Helper	12.74
09110 - Furniture Repairer, Minor	14.28
09130 - Upholsterer	15.76
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.28
11060 - Elevator Operator	8.99
11090 - Gardener	10.67

11121 - House Keeping Aid I	7.82
11122 - House Keeping Aid II	9.74
11150 - Janitor	9.20
11210 - Laborer, Grounds Maintenance	8.94
11240 - Maid or Houseman	7.63
11270 - Pest Controller	12.25
11300 - Refuse Collector	9.20
11330 - Tractor Operator	10.42
11360 - Window Cleaner	9.97
12000 - Health Occupations	
12020 - Dental Assistant	13.81
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.90
12071 - Licensed Practical Nurse I	13.83
12072 - Licensed Practical Nurse II	15.52
12073 - Licensed Practical Nurse III	17.38
12100 - Medical Assistant	10.73
12130 - Medical Laboratory Technician	14.28
12160 - Medical Record Clerk	12.34
12190 - Medical Record Technician	14.22
12221 - Nursing Assistant I	9.60
12222 - Nursing Assistant II	10.79
12223 - Nursing Assistant III	11.77
12224 - Nursing Assistant IV	13.22
12250 - Pharmacy Technician	11.63
12280 - Phlebotomist	13.22
12311 - Registered Nurse I	18.60
12312 - Registered Nurse II	22.75
12313 - Registered Nurse II, Specialist	22.75
12314 - Registered Nurse III	27.54
12315 - Registered Nurse III, Anesthetist	27.54
12316 - Registered Nurse IV	33.00
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	19.38
13011 - Exhibits Specialist I	16.28
13012 - Exhibits Specialist II	19.38
13013 - Exhibits Specialist III	21.19
13041 - Illustrator I	16.29
13042 - Illustrator II	19.38
13043 - Illustrator III	21.19
13047 - Librarian	20.37
13050 - Library Technician	12.44
13071 - Photographer I	12.83
13072 - Photographer II	15.52
13073 - Photographer III	18.48
13074 - Photographer IV	20.21
13075 - Photographer V	22.34
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.18
15030 - Counter Attendant	7.18
15040 - Dry Cleaner	8.92
15070 - Finisher, Flatwork, Machine	7.18
15090 - Presser, Hand	7.18
15100 - Presser, Machine, Drycleaning	7.18
15130 - Presser, Machine, Shirts	7.18
15160 - Presser, Machine, Wearing Apparel, Laundry	7.18
15190 - Sewing Machine Operator	9.50
15220 - Tailor	10.08

15250 - Washer, Machine	7.75	
19000 - Machine Tool Operation and Repair Occupations		
19010 - Machine-Tool Operator (Toolroom)	16.35	
19040 - Tool and Die Maker	19.43	
21000 - Material Handling and Packing Occupations		
21010 - Fuel Distribution System Operator	15.32	
21020 - Material Coordinator	16.43	
21030 - Material Expediter	16.43	
21040 - Material Handling Laborer	9.03	
21050 - Order Filler	11.67	
21071 - Forklift Operator	12.05	
21080 - Production Line Worker (Food Processing)	12.68	
21100 - Shipping/Receiving Clerk	11.93	
21130 - Shipping Packer	11.93	
21140 - Store Worker I	10.44	
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.89	
21210 - Tools and Parts Attendant	14.66	
21400 - Warehouse Specialist	14.58	
23000 - Mechanics and Maintenance and Repair Occupations		
23010 - Aircraft Mechanic	22.04	
23040 - Aircraft Mechanic Helper	15.49	
23050 - Aircraft Quality Control Inspector	21.58	
23060 - Aircraft Servicer	17.36	
23070 - Aircraft Worker	18.23	
23100 - Appliance Mechanic	15.76	
23120 - Bicycle Repairer	13.08	
23125 - Cable Splicer	19.95	
23130 - Carpenter, Maintenance	15.76	
23140 - Carpet Layer	15.19	
23160 - Electrician, Maintenance	18.94	
23181 - Electronics Technician, Maintenance I	18.69	
23182 - Electronics Technician, Maintenance II	22.66	
23183 - Electronics Technician, Maintenance III	25.45	
23260 - Fabric Worker	14.55	
23290 - Fire Alarm System Mechanic	17.44	
23310 - Fire Extinguisher Repairer	13.84	
23340 - Fuel Distribution System Mechanic	17.44	
23370 - General Maintenance Worker	16.50	
23400 - Heating, Refrigeration and Air Conditioning Mechanic	16.49	
23430 - Heavy Equipment Mechanic	16.68	
23440 - Heavy Equipment Operator	16.89	
23460 - Instrument Mechanic	16.89	
23470 - Laborer	11.04	
23500 - Locksmith	15.76	
23530 - Machinery Maintenance Mechanic	19.95	
23550 - Machinist, Maintenance	17.68	
23580 - Maintenance Trades Helper	12.74	
23640 - Millwright	20.21	
23700 - Office Appliance Repairer	16.48	
23740 - Painter, Aircraft	17.40	
23760 - Painter, Maintenance	15.76	
23790 - Pipefitter, Maintenance	16.49	
23800 - Plumber, Maintenance	15.76	
23820 - Pneumatic Systems Mechanic	17.44	
23850 - Rigger	17.44	
23870 - Scale Mechanic	15.52	
23890 - Sheet-Metal Worker, Maintenance	17.64	

23910 - Small Engine Mechanic	15.00
23930 - Telecommunication Mechanic I	18.14
23931 - Telecommunication Mechanic II	18.96
23950 - Telephone Lineman	18.14
23960 - Welder, Combination, Maintenance	16.49
23965 - Well Driller	17.44
23970 - Woodcraft Worker	17.44
23980 - Woodworker	13.54
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	7.34
24580 - Child Care Center Clerk	10.51
24600 - Chore Aid	9.57
24630 - Homemaker	12.86
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	17.44
25040 - Sewage Plant Operator	16.46
25070 - Stationary Engineer	17.44
25190 - Ventilation Equipment Tender	12.74
25210 - Water Treatment Plant Operator	16.46
27000 - Protective Service Occupations	
(not set) - Police Officer	17.40
27004 - Alarm Monitor	13.13
27006 - Corrections Officer	15.66
27010 - Court Security Officer	15.47
27040 - Detention Officer	15.66
27070 - Firefighter	15.45
27101 - Guard I	9.79
27102 - Guard II	14.23
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	16.92
28020 - Hatch Tender	16.52
28030 - Line Handler	16.52
28040 - Stevedore I	16.17
28050 - Stevedore II	17.91
29000 - Technical Occupations	
21150 - Graphic Artist	20.23
29010 - Air Traffic Control Specialist, Center (2)	31.49
29011 - Air Traffic Control Specialist, Station (2)	21.71
29012 - Air Traffic Control Specialist, Terminal (2)	23.92
29023 - Archeological Technician I	13.24
29024 - Archeological Technician II	15.04
29025 - Archeological Technician III	18.39
29030 - Cartographic Technician	19.71
29035 - Computer Based Training (CBT) Specialist/ Instructor	26.40
29040 - Civil Engineering Technician	18.33
29061 - Drafter I	10.64
29062 - Drafter II	13.68
29063 - Drafter III	16.55
29064 - Drafter IV	19.71
29081 - Engineering Technician I	10.88
29082 - Engineering Technician II	14.46
29083 - Engineering Technician III	17.50
29084 - Engineering Technician IV	20.83
29085 - Engineering Technician V	22.78
29086 - Engineering Technician VI	25.18
29090 - Environmental Technician	18.78
29100 - Flight Simulator/Instructor (Pilot)	28.93

29160 - Instructor	21.12
29210 - Laboratory Technician	19.10
29240 - Mathematical Technician	19.22
29361 - Paralegal/Legal Assistant I	13.51
29362 - Paralegal/Legal Assistant II	18.27
29363 - Paralegal/Legal Assistant III	22.34
29364 - Paralegal/Legal Assistant IV	27.05
29390 - Photooptics Technician	19.71
29480 - Technical Writer	22.01
29491 - Unexploded Ordnance (UXO) Technician I	20.02
29492 - Unexploded Ordnance (UXO) Technician II	24.22
29493 - Unexploded Ordnance (UXO) Technician III	29.03
29494 - Unexploded (UXO) Safety Escort	20.02
29495 - Unexploded (UXO) Sweep Personnel	20.02
29620 - Weather Observer, Senior (3)	18.27
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	16.45
29622 - Weather Observer, Upper Air (3)	16.45
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	15.56
31260 - Parking and Lot Attendant	9.94
31290 - Shuttle Bus Driver	13.42
31300 - Taxi Driver	10.94
31361 - Truckdriver, Light Truck	13.42
31362 - Truckdriver, Medium Truck	14.16
31363 - Truckdriver, Heavy Truck	14.89
31364 - Truckdriver, Tractor-Trailer	14.89
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.00
99030 - Cashier	7.96
99041 - Carnival Equipment Operator	11.35
99042 - Carnival Equipment Repairer	11.62
99043 - Carnival Worker	7.82
99050 - Desk Clerk	7.87
99095 - Embalmer	20.02
99300 - Lifeguard	10.52
99310 - Mortician	22.59
99350 - Park Attendant (Aide)	13.21
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech) 8.83	
99500 - Recreation Specialist	15.53
99510 - Recycling Worker	12.47
99610 - Sales Clerk	10.02
99620 - School Crossing Guard (Crosswalk Attendant)	9.43
99630 - Sport Official	10.52
99658 - Survey Party Chief (Chief of Party)	14.45
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.14
99660 - Surveying Aide	9.58
99690 - Swimming Pool Operator	12.22
99720 - Vending Machine Attendant	12.03
99730 - Vending Machine Repairer	14.05
99740 - Vending Machine Repairer Helper	12.03

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$3.01 per hour computed on the basis of all hours worked by service employees employed on the contract.

**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 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

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

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

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

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report

should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

<p>REGISTER OF WAGE DETERMINATION UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor</p> <p>William W. Gross Director Division of Wage Determinations</p>	<p>U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210</p> <p>Wage Determination No.: CBA-2006-443 Revision No.: 0 Date Of Last Revision: 7/6/2006</p>
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State: Florida

Area: Brevard

Employed on NASA-KSC-Brevard county contract for J-BOSC (maintenance services).

Collective Bargaining Agreement between contractor: Space Gateway Support-Creative Management Technology and Yang Enterprises, Inc. and union: IAM local 166-2061 effective 4/1/2005 through 3/31/2009.

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

<p>REGISTER OF WAGE DETERMINATION UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor</p> <p>William W. Gross Director Division of Wage Determinations</p>	<p>U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210</p> <p>Wage Determination No.: CBA-2006-444 Revision No.: 0 Date Of Last Revision: 7/6/2006</p>
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State: Florida

Area: Brevard

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Employed on NASA-KSC Brevard county contract for JBOSC-mail carriers.

Collective Bargaining Agreement between contractor: SGS/INDYNE  
and union: IAM local 166-2061 effective 4/1/2005 through 3/31/2009.

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended,  
employees employed by the contractor(s) in performing services covered by  
the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits  
set forth in the current collective bargaining agreement and modified extension agreement(s).

<p>REGISTER OF WAGE DETERMINATION UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor</p> <p>William W. Gross Director Division of Wage Determinations</p>	<p>U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210</p> <p>Wage Determination No.: CBA-2006-445 Revision No.: 0 Date Of Last Revision: 7/6/2006</p>
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State: Florida

Area: Brevard

Employed on JBOSC-Propellants contract for NASA-KSC Brevard County.

Collective Bargaining Agreement between contractor: WYLE LABORATORIES, INC and union: IAM local 166-2061 effective 4/1/2005 through 3/31/2009.

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

<p>REGISTER OF WAGE DETERMINATION UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor</p> <p>William W. Gross Director Division of Wage Determinations</p>	<p>U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210</p> <p>Wage Determination No.: CBA-2006-446 Revision No.: 0 Date Of Last Revision: 7/6/2006</p>
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State: Florida

Area: Brevard

Employed on NASA-KSC-Brevard county contract for JBOSC-clean rooms.

Collective Bargaining Agreement between contractor: SGS-YANG ENT, INC, and union: IAM local 166-2061 effective 4/1/2005 through 3/31/2009.

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

<p>REGISTER OF WAGE DETERMINATION UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor</p> <p>William W. Gross Director Division of Wage Determinations</p>	<p>U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210</p> <p>Wage Determination No.: CBA-2006-447 Revision No.: 0 Date Of Last Revision: 7/6/2006</p>
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State: Florida

Area: Brevard

Employed on NASA-KSC-Brevard county contract for JBOSC-Environmental.

Collective Bargaining Agreement between contractors: SGC-comprehensive Health Serv. and union: IAM local 166-2061 effective 4/30/2005 through 3/31/2009.

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

<p>REGISTER OF WAGE DETERMINATION UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor</p> <p>William W. Gross Director Division of Wage Determinations</p>	<p>U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210</p> <p>Wage Determination No.: CBA-2006-522 Revision No.: 0 Date Of Last Revision: 7/27/2006</p>
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State: Florida

Area: Brevard

Employed on NASA-KSC contract for JBOSC-SGS/CREATIVE MANAGEMENT TECHNOLOGY, INC. and YANG ENTERPRISES, INC.-maintenance services.

Collective Bargaining Agreement between contractor: SGS/CREATIVE MANAGEMENT TECHNOLOGY, INC. and YANG ENTERPRISES, and union: TWUA local 525 effective 6/1/2006 through 5/31/2009.

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

<p>REGISTER OF WAGE DETERMINATION UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor</p> <p>William W. Gross Director Division of Wage Determinations</p>	<p>U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210</p> <p>Wage Determination No.: CBA-2006-448 Revision No.: 0 Date Of Last Revision: 7/6/2006</p>
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State: Florida

Area: Brevard

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Employed on NASA-KSC-Brevard county contract for JBOSC-Fire Services.

Collective Bargaining Agreement between contractors: SGS and union: TWU local 525 effective 4/1/2006 through 3/31/2009.

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

<p>REGISTER OF WAGE DETERMINATION UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor</p> <p>William W. Gross Director Division of Wage Determinations</p>	<p>U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210</p> <p>Wage Determination No.: CBA-2006-521 Revision No.: 0 Date Of Last Revision: 7/27/2006</p>
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State: Florida

Area: Brevard

Employed on NASA-KSC contract for JBOSC-SGS/INDYNE INC-Communications.

Collective Bargaining Agreement between contractor: SGS/INDYNE, INC. and union: IBEW local 2088 effective 4/16/2006 through 4/15/2009.

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

<p>REGISTER OF WAGE DETERMINATION UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor</p> <p>William W. Gross Director Division of Wage Determinations</p>	<p>U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210</p> <p>Wage Determination No.: CBA-2006-453 Revision No.: 0 Date Of Last Revision: 7/7/2006</p>
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State: Florida

Area: Brevard

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Employed on NASA-KSC contract for JBOSC-ELECTRONICS TECHNICIANS.

Collective Bargaining Agreement between contractors: SGS and union: IBEW local 2088 effective 4/16/2006 through 4/15/2009.

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

<p>REGISTER OF WAGE DETERMINATION UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor</p> <p>William W. Gross Director Division of Wage Determinations</p>	<p>U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210</p> <p>Wage Determination No.: CBA-2006-454 Revision No.: 0 Date Of Last Revision: 7/7/2006</p>
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State: Florida

Area: Brevard

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Employed on NASA-KSC contract for JBOSC-Calibration.

Collective Bargaining Agreement between contractor: WYLE LABORATORIES, INC. and union: IBEW local 2088 effective 10/1/2003 through 9/30/2006.

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

<p>REGISTER OF WAGE DETERMINATION UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor</p> <p>William W. Gross Director Division of Wage Determinations</p>	<p>U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210</p> <p>Wage Determination No.: CBA-2006-458 Revision No.: 0 Date Of Last Revision: 7/10/2006</p>
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State: Florida

Area: Brevard

Employed on NASA-KSC contract for JBOSC-SGS-NURSES.

Collective Bargaining Agreement between contractors: SGS-COMPREHENSIVE HEALTH SERVICE and union: IBT local 769 effective 4/1/2005 through 3/31/2007.

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

<p>REGISTER OF WAGE DETERMINATION UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor</p> <p>William W. Gross Director Division of Wage Determinations</p>	<p>U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210</p> <p>Wage Determination No.: CBA-2006-459 Revision No.: 0 Date Of Last Revision: 7/10/2006</p>
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State: Florida

Area: Brevard

Employed on NASA-KSC contract for JBOSC-SGS-DRAFTERS.

Collective Bargaining Agreement between contractors: SGS/TITAN CORP. and union: Teamsters local 769 effective 5/1/2005 through 4/30/2007.

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

<p>REGISTER OF WAGE DETERMINATION UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor</p> <p>William W. Gross Director Division of Wage Determinations</p>	<p>U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210</p> <p>Wage Determination No.: CBA-2006-460 Revision No.: 0 Date Of Last Revision: 7/10/2006</p>
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State: Florida

Area: Brevard

Employed on NASA-KSC contract for JBOSC-SGS-Vehicle OPS.

Collective Bargaining Agreement between contractors: SGS-Creative Mgt. Techn. and union: IATS local 780 effective 3/18/2006 through 3/17/2010.

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

<p>REGISTER OF WAGE DETERMINATION UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor</p> <p>William W. Gross Director Division of Wage Determinations</p>	<p>U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210</p> <p>Wage Determination No.: CBA-2006-461 Revision No.: 0 Date Of Last Revision: 7/10/2006</p>
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State: Florida

Area: Brevard

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Employed on NASA-KSC contract for JBOSC SGS-Graphics.

Collective Bargaining Agreement between contractors: SGS-INDYNE INC. and union: MOTION PICTURE VIDEO TAPE LAB local 780 effective 2/1/2006 through 2/14/2010.

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

<p>REGISTER OF WAGE DETERMINATION UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor</p> <p>William W. Gross Director Division of Wage Determinations</p>	<p>U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210</p> <p>Wage Determination No.: CBA-2006-524 Revision No.: 0 Date Of Last Revision: 7/27/2006</p>
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State: Florida

Area: Brevard

Employed on NASA-KSC contract for JBOSC-SGS-Security Guards.

Collective Bargaining Agreement between contractors: SGS and union: SPFPA local 127 effective 6/1/2003 through 12/31/2006 and amended on 4/28/2006.

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

<p>REGISTER OF WAGE DETERMINATION UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor</p> <p>William W. Gross Director Division of Wage Determinations</p>	<p>U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210</p> <p>Wage Determination No.: CBA-2006-523 Revision No.: 0 Date Of Last Revision: 7/27/2006</p>
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State: Florida

Area: Brevard

Employed on NASA-KSC contract for JBOSC-SGS-RPI-EMERG Comm Specialists.

Collective Bargaining Agreement between contractors: SGS-RPI and union: IUSPFPA effective 10/1/2002 through 9/30/2006.

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

<p>REGISTER OF WAGE DETERMINATION UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor</p> <p>William W. Gross Director Division of Wage Determinations</p>	<p>U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210</p> <p>Wage Determination No.: CBA-2006-462 Revision No.: 0 Date Of Last Revision: 7/10/2006</p>
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State: Florida

Area: Brevard

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Employed on NASA-KSC contract for JBOSC- SGS PARK ATTENDANTS.

Collective Bargaining Agreement between contractors: SGS and union: SPFPA local 127 effective 5/1/2006 through 4/30/2009.

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

**NAS10-99001**

**JOINT BASE OPERATIONS AND SUPPORT**

**CONTRACT**

**ATTACHMENT J-6-A**

**REGISTER OF DAVIS-BACON WAGE  
DETERMINATION AND FRINGE BENEFITS**

General Decision Number: FL030017 09/01/2006 FL17

Superseded General Decision Number: FL020017

State: Florida

Construction Types: Building, Heavy and Highway

County: Brevard County in Florida.

**\*\*CAPE CANAVERAL AIR STATION, PATRICK AIR FORCE BASE KENNEDY SPACE CENTER AND MALABAR RADAR SITE IN BREVARD COUNTY BUILDING CONSTRUCTION PROJECTS (does not include residential construction consisting of single family homes and partments up to and including 4 stories) HEAVY AND HIGHWAY CONSTRUCTION PROJECTS**

Modification Number	Publication Date
0	06/13/2003
1	01/23/2004
2	04/09/2004
3	04/30/2004
4	05/14/2004
5	05/28/2004
6	06/18/2004
7	07/09/2004
8	08/20/2004
9	10/08/2004
10	12/24/2004
11	03/04/2005
12	04/08/2005
13	05/06/2005
14	07/01/2005
15	08/12/2005
16	12/09/2005
17	01/20/2006
18	02/03/2006
19	02/17/2006
20	04/14/2006
21	06/23/2006
22	07/14/2006
23	08/04/2006
24	09/01/2006

\* ASBE0067-001 07/01/2006

Rates Fringes

Asbestos Workers/Insulator  
 (Includes the application of  
 all insulating materials,  
 protective coverings,  
 coatings and finishings to  
 all types of mechanical  
 systems).....\$ 23.87 9.10

\* ASBE0067-002 07/01/2006

Rates Fringes

Hazardous Material Handler  
 (Includes preparation,  
 wetting, stripping, removal,  
 scrapping,  
 vacuuming, bagging, and  
 disposing of all insulation  
 materials from mechanical  
 systems, whether they  
 contain asbestos or not).....\$ 23.87      9.10

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 BOIL0199-001 01/01/2004

	Rates	Fringes
Boilermaker		
All other work.....	\$ 25.18	12.67

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 \* BRFL0001-001 05/01/2006

	Rates	Fringes
Bricklayer		
BRICKLAYERS, BLOCKLAYERS, PLASTERERS, TERRAZZO WORKERS, TILE SETTERS AND CEMENT MASONS.....	\$ 19.20	5.65
BRIKLAYERS, BLOCKLAYERS, PLASTERERS, TERRAZZO WORKERS, TILE SETTERS AND CEMENT MASONS:.....	\$ 21.85	7.15

\*INDUSTRIAL work includes: Bulk plants, power houses,  
 chemical plants, missile sites including all work at Cape  
 Canaveral Air Force Station and Kennedy Space Flight Center  
 but excluding work performed at Patrick Air Force Base and  
 Malabar Radar Site, oil refineries, etc., and such other  
 work which is related to and considered a part of the above  
 type projects.

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 CARP1000-001 07/01/2004

	Rates	Fringes
Millwright.....	\$ 22.63	9.42

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 \* CARP1765-001 07/01/2003

	Rates	Fringes
Carpenters:		
*INDUSTRIAL:		
CARPENTERS.....	\$ 18.71	5.84
PILEDRIVERMEN.....	\$ 19.26	5.84
COMMERCIAL:		
CARPENTERS.....	\$ 17.21	5.84
PILEDRIVERMEN.....	\$ 17.76	5.84

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 ELEC0222-001 01/01/2006

	Rates	Fringes
Line Construction:		
CABLE SPLICER.....	\$ 29.72	4.83+21.5%
GROUNDMAN.....	\$ 16.10	4.83+21.5%
LINEMAN; HEAVY EQUIPMENT OPERATOR.....	\$ 28.24	4.83+21.5%

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\* ELEC0756-001 09/01/2006

	Rates	Fringes
Electricians:		
Cable Splicer.....	\$ 24.50	6.45+4.4% (Mod 414)
Wireman.....	\$ 24.50	6.45+4.4% (Mod 414)

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ELEV0139-001 01/01/2005

	Rates	Fringes
Elevator Mechanic.....	\$ 28.515	12.115

FOOTNOTE:

A. Employer contributions 8% of regular hourly rate to vacation pay credit for employee who has worked in business more than 5 years; Employer contributions 6% of regular hourly rate to vacation pay credit for employee who has worked in business less than 5 years.

Paid Holidays: New Year's Day; Memorial Day; Independence Day; Labor Day; Thanksgiving Day; The Day After Thanksgiving and Christmas Day.

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ENGI0673-001 05/01/2002

	Rates	Fringes
Power equipment operators:		
GROUP 1.....	\$ 18.70	5.10
GROUP 2.....	\$ 18.45	5.10
GROUP 3.....	\$ 16.91	5.10
GROUP 4.....	\$ 15.29	5.10

POWER EQUIPMENT OPERATORS

CLASSIFICATIONS GROUP 1: Tower Crane, Locomotive Crane, Crawler Crane, Truck Crane, Hydro Crane, Piledriver (including auger and boring machine)

GROUP 2: Mechanic/Welder and operators of: Gantry Crane, Bridge Crane, Clam Shell, Dragline, Backhoe, Gradeall, Grader, Sideboom Cat, Multi-Drum Hoist, Highlift (10' or higher), Locomotive Engineer, Tugboat Captain (150 hp or more), Concrete Pump with boom

GROUP 3: Bulldozers, Forklifts, Straddle Buggy, Single Drum Hoist, Winch Truck, Trenching Machine, Concrete Paver, Scraper, Loader, Asphalt Paving Machine, Lubricating

Engineer, Fireman, Concrete Breaking Machine, Concrete Mixer

GROUP 4: Tractors, Wellpoint System Operator and Installer, Air Compressor, Pulver Mixer, Motor boat, Power Boat, Power Sweeper, Welding Machine, Oiler, Mechanic's Helper, Pump, Conveyor, Roller, Watertruck, Asphalt distributor, Concrete Pump (trailer type), Utility Operator

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IRON0808-001 07/01/2006

	Rates	Fringes
Ironworker.....	\$ 21.98	9.36

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LABO0517-001 05/01/2005

	Rates	Fringes
Laborers: Asbestos Abatement, Hazardous and Toxic Waste Removal Laborers; (On all mechanical systems: Lead Base Paint Removal; pipes, boilers, ducts, flues, breechings, ect.; that are going to be scrapped, the removal of all insulating materials whether they contain asbestos or not shall be the exclusive work of the laborers;.....	\$ 16.85	4.53
Carpenter Tender, Cement Mason Tender, Block/ Bricklayer Tender Plasterer Tender.....	\$ 16.15	4.53
Demolition Laborers.....	\$ 16.15	4.53
General Laborer.....	\$ 16.15	4.53
Pipelaye Laborer, Laborer engaged in the pouring of concrete, mortar mixers, masonry forklift operator, and operation of power tools.....	\$ 16.00	4.53

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PAIN0078-001 06/22/2005

	Rates	Fringes
Glazier.....	\$ 19.00	6.50

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PAIN1010-001 06/22/2005

	Rates	Fringes
Painters: Brush.....	\$ 19.75	8.50
Spray & Sandblasting.....	\$ 19.75	8.50

PLUM0295-001 01/01/2006

	Rates	Fringes
Plumber/Pipefitter/Steamfitter COMMERCIAL: Schools, Hospitals, Shopping Centers, and work not listed as Industrial.....	\$ 20.38	11.79
INDUSTRIAL: Bulk Plants, Power-houses, Chemical Plants, Missile Sites, (Including all Work at Cape Canaveral Air-Force Station and Kennedy Space Flight Center but excluding work performed at Patrick Air Force Base and Malabar Radar Site), Oil Refineries, etc., and such other work which is related to and considered a part of the above type projects.....	\$ 23.75	13.46

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ROOF0103-001 02/01/2003

	Rates	Fringes
Rofer (including Built Up, Composition and Single Ply)....	\$ 14.50	5.10

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SFFL0821-002 07/01/2006

	Rates	Fringes
Sprinkler Fitter.....	\$ 25.60	11.39

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\* SHEE0015-001 09/01/2006

	Rates	Fringes
Sheetmetal Worker.....	\$ 19.50	11.18

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TEAM0385-001 05/01/1990

	Rates	Fringes
Truck Driver.....	\$ 13.00	.80

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

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

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#### WAGE DETERMINATION APPEALS PROCESS

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

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

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

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

Branch of Construction Wage Determinations

Wage and Hour Division

U.S. Department of Labor

200 Constitution Avenue, N.W.

Washington, DC 20210

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

Wage and Hour Administrator

U.S. Department of Labor

200 Constitution Avenue, N.W.

Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage

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

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

Administrative Review Board

U.S. Department of Labor

200 Constitution Avenue, N.W.

Washington, DC 20210

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

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END OF GENERAL DECISION

**NAS10-99001**  
**JOINT BASE OPERATIONS AND SUPPORT**  
**CONTRACT**

**ATTACHMENT J-7**

**STATEMENT OF EQUIVALENT RATES FOR**  
**FEDERAL HIRES**

## NON-REPRESENTED EMPLOYEES

Administrative Assist III	\$10.96
Administrative Assist IV	\$12.18
Human Resource Assistant IV	\$10.96
Human Resource Assistant III	\$9.84
Computer Operator III	\$10.96
Computer Operator V	\$12.18
Computer Systems Analyst II	\$8.79
Air Traffic Control Specialist, Terminal	\$15.45
Electrician, Maintenance	\$15.45
Electronics Technician II	\$14.78
Accounting Clerk I	\$6.82
Accounting Clerk II	\$7.83
Accounting Clerk III	\$8.79
Accounting Clerk IV	\$9.84
Air Traffic Control Spec., Station	\$14.90
Aircraft Mechanic	\$15.45
Cartographic Technician	\$12.18
Drafter III	\$9.84
Emergency Medical Technician	\$9.84
Laboratory Tech	\$10.96
Medical Records Clerk	\$8.79
Secretary I	\$8.79
Secretary II	\$9.84
Secretary III	\$10.96
Secretary IV	\$12.18
Word Processor I	\$7.83
Word Processor III	\$9.84
General Clerk I	\$6.38
Assembler	\$9.45
Washer, Machine	\$10.29
Finisher, Flatwork, Machine	\$9.45
Sewing Machine Operator	\$12.70
Truck Driver, Light Truck	\$12.70
Heavy Equipment Mechanic	\$15.45
Shipping/Receiving Clerk	\$11.12
Painter, Automotive	\$14.78
Laborer	\$9.45
Welder, Combination, Maint	\$15.45
Inspector (FGE)	\$17.97
Library Technician	\$9.84

Federal Grade Equivalency (FGE) is usually one grade above the class that performs the work being inspected.

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NON-REPRESENTED EMPLOYEES (CONT.)

Supply Clerk	\$11.12
Supply Technician	\$12.18
Order Clerk II	\$7.83
Truck Driver, Medium Truck	\$13.39
Inspector (FGE)	\$14.06
Presser, Machine, Dry Cleaning	\$9.45

Federal Grade Equivalency (FGE) is usually one grade above the class that performs the work being inspected.

## UNION REPRESENTED EMPLOYEES

Senior Drafter	CBA
Accounting Assistant III	CBA
Drafter	CBA
Accounting Assistant II	CBA
Communications Operator	CBA
Staff Assistant III	CBA
Desktop Publishing Operator	CBA
Scheduler	CBA
Identification Clerk	CBA
Vehicle Maintenance Controller	CBA
Classified Documents Clerk	CBA
Staff Assistant II	CBA
Accounting Assistant I	CBA
General Clerk	CBA
Mail Courier	CBA
Service Order Dispatcher	CBA
Lead Service Supply Clerk	CBA
Service Supply Clerk	CBA
Supply Specialist	CBA
Lead Material Expediter	CBA
Material Expediter	CBA
Driver/Delivery	CBA
Fire Inspector	CBA
Locksmith	CBA
Lead Welder	CBA
Welder	CBA
Lead Maintenance Machinist	CBA
Maintenance Machinist	CBA
Lead High Voltage Equipment Mechanic	CBA
High Voltage Equipment Mechanic	CBA
Vehicle/Equipment Mechanic	CBA
Lead Pad Mechanic - Mechanical	CBA
Pad Mechanic - Mechanical	CBA
Lead Pad Mechanic -Electrical	CBA
Pad Mechanic -Electrical	CBA
Lead Ordnance Mechanic	CBA
Ordnance Mechanic	CBA
Lead Sheetmetal Worker	CBA
Sheetmetal Worker	CBA
Lead Millwright/Rigger	CBA
Millwright/Rigger	CBA
Lead Maintenance Electrician	CBA
Maintenance Electrician	CBA
Lead Environmental Control Mechanic	CBA

## UNION REPRESENTED EMPLOYEES (CONT.)

Environmental Control Mechanic	CBA
Lead Power Generation Equipment Mechanic	CBA
Power Generation Equipment Mechanic	CBA
Water & Sewage Mechanic	CBA
Heavy Equipment Operator	CBA
Lead Maintenance Carpenter	CBA
Maintenance Carpenter	CBA
Mason	CBA
Structural Painter	CBA
Lead Maintenance Pipe Fitter/Plumber	CBA
Maintenance Pipe Fitter/Plumber	CBA
Maintenance Painter	CBA
Lead Body & Fender Mechanic	CBA
Body & Fender Mechanic	CBA
Canvas & Upholstery Mechanic	CBA
Fire Equipment Mechanic	CBA
Heavy Truck Driver	CBA
Domestic Satellite - Maintenance Electrician	CBA
Domestic Satellite - Environmental Control Mechanic	CBA
Domestic Satellite - Structural Painter	CBA
Domestic Satellite - Power Generation Equipment Mechanic	CBA
Maintenance Trades Helper	CBA
Skilled Rail Worker	CBA
Detox Worker	CBA
Rod & Chainman	CBA
Medium Truck Driver	CBA
Laborer	CBA
Firefighter/Crew Chief (Lieutenant)	CBA
Firefighter/Driver	CBA
Firefighter	CBA
Firefighter/Rescue (Paramedic)	CBA
Clean Room Janitor	CBA
Lead Clean Room Janitor	CBA
Security Police Officer	CBA
Mechanic, Maintenance (Motor Vehicle)	CBA
Heavy Mobil Equip Mechanic	CBA
Mobil Equip Metal Mechanic	CBA
Tire/Battery Repairman	CBA
Lubrication Specialist	CBA
Motor Vehicle Operator (Under ½ Ton)	CBA
Dispatcher	CBA
Clerk III	CBA
Fleet Analyst	CBA

UNION REPRESENTED EMPLOYEES (CONT.)

Fleet Manager	CBA
Quality Control Inspector	CBA
Tool & Parts Attendant	CBA
Lead Mechanic	CBA
Word Processor II	CBA
Material Coordinator	CBA
HVAC Power Coordinator	CBA
Electrical Power Coordinator	CBA
A/C Mechanic	CBA
Alarm Technician	CBA
Asbestos Abatement/Insulator	CBA
Boiler Plant Oper/Mechanic	CBA
Carpenter	CBA
Crane Operator/Rigger	CBA
Elevator Technician	CBA
Heavy Equipment Mechanic	CBA
Industrial Electrician	CBA
Lineman	CBA
Machinist	CBA
NDE Technician	CBA
Painter - Detail	CBA
Plumber	CBA
Propellant/Life Support Technician	CBA
Roofer	CBA
Support Services Mechanic	CBA
Water & Waste Opr./Mech.	CBA
Logistic Coordinator, Senior	CBA
Aircraft Servicer	CBA
Logistic Coordinator, Special	CBA
Logistic Coordinator, IC	CBA
Logistic Coordinator	CBA
Sanitation Servicer	CBA
Environmental Health Specialist Technician	CBA
Communications Center Operator	CBA
Sr Communications Center Operator	CBA
Production Specialist	CBA
VTC Specialist	CBA
Video Technician	CBA
Junior Computer Operator	CBA
Int. Computer Operator	CBA
Senior Computer Operator	CBA
Fire Prevention Technician	CBA
Security Assistant	CBA

## UNION REPRESENTED EMPLOYEES (CONT.)

Plant Protection Officer	CBA
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Plant Protect Officer S/LEQ	CBA
Special Weapons & Tactics (SWAT) Officer	CBA
Law Enforcement (LE) Officer	CBA
Nurse, RN/COHN	CBA
Senior Distribution Clerk	CBA
Senior Post Office Clerk	CBA
Senior Document Control Clerk	CBA
Distribution Clerk	CBA
Post Office Clerk	CBA
Messenger Driver	CBA
Messenger	CBA
Control Clerk	CBA
Wash Person	CBA
Puller-Loader	CBA
Other Washroom Employees and Utility	CBA
Flatwork Ironer	CBA
Press Operator	CBA
Menders & Alterations	CBA
Embroidery Machine Operator	CBA
Route Shippers	CBA
Wholesale Driver-Salesperson	CBA
Adjustment Clerk	CBA
Cashier	CBA
Accounts Payable Inventory and Requisition Clerk	CBA
Bag Handler (Conveyor)	CBA
Bag Handler (Non-Conveyor)	CBA
Checker and Separator	CBA
Washwheel Operator	CBA
Table and Tying Operator	CBA
Feeder and Folder	CBA
Truck Loader	CBA
Route Sales Representative - Tractor Trailer	CBA
Mechanics	CBA
Mechanics Helper	CBA
Engineer Locomotive	CBA
Railroad Equipment Mechanic	CBA
Equipment Servicer	CBA
Calibration Support Coordinator	CBA
Sr. Calibration Support Coordinator	CBA
Calibration Specialist Electrical	CBA
Calibration Specialist Mechanical	CBA
Media Reference Librarian	CBA

## UNION REPRESENTED EMPLOYEES (CONT.)

Public Affairs Writer A	CBA
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Information Specialist	CBA
Graphics Specialist Lead	CBA
Graphics Specialist	CBA
Presentation Aide, Lead	CBA
Presentation Aide	CBA
Forms Control Clerk	CBA
Clerk A	CBA
Clerk B	CBA
Quality Control Specialist	CBA
Offset Operator AA	CBA
Reproduction Equipment Operator	CBA
Copier Operator AAA	CBA
Copier Operator AA	CBA
Bindery Technician	CBA
Micrographics Camera Operator	CBA
Microfilm Duplicator	CBA
Microfilm Processor	CBA
Microfilm Technician	CBA
EDC Clerk A	CBA
EDC Clerk B	CBA
Maintenance Specialist	CBA
Janitor	CBA
Packing/Crating Specialist, Sr.	CBA
Equipment Operator	CBA
Dispatcher/Driver	CBA
Driver Trc/Tri	CBA
Packing/Crating Specialist	CBA
Pest Control Operator	CBA
Driver	CBA
Bridgetender	CBA
Laborer Operator	CBA
Material Handler (student hire only)	CBA
Gardener (student hire only)	CBA
Laborer Grounds Maintenance (student hire only)	CBA
Refuse Collector (student hire only)	CBA
Engineering Specialist	CBA
Cleaning Mechanic	CBA
Quality Assurance Technician	CBA
Laboratory Technician	CBA
Sampling Technician	CBA
Material Analyst	CBA
Production Control Specialist	CBA

**NAS10-99001**  
**JOINT BASE OPERATIONS AND SUPPORT**  
**CONTRACT**

**ATTACHMENT J-8**

**AWARD FEE EVALUATION PLAN**

## AWARD FEE EVALUATION PLAN

- A. PURPOSE. The purpose of this Award Fee Evaluation Plan is to encourage and reward the contractor for safe, high quality, cost conscious performance in fulfilling the requirements set forth in this contract; to provide flexibility for changes in management, business and performance emphasis; and to promote effective communications and customer service. The use of award fee permits the government to focus on overall operational and cost performance and to emphasize those aspects of critical milestone achievements essential to reach performance objectives.
- B. ORGANIZATIONAL STRUCTURE. Award fee administration and evaluations are prepared by the Joint Performance Management Office (JPMO) for presentation to the Award Fee Board and Fee Determination Official.
1. Fee Determination Official. The Chair of the Board of Directors will be the Fee Determination Official for the J-BOSC and will make final award fee determinations. The determinations will be provided in writing to the Contracting Officer.
  2. Award Fee Board. The Award Fee Board will be comprised of the voting members of the Board of Directors. The Award Fee Board and the Fee Determination Official will review the award fee presentations prepared by the JPMO on a semi-annual basis.
  3. Joint Performance Management Office. The JPMO will prepare the award fee performance presentations for the Award Fee Board and the Fee Determination Official on a semi-annual basis. The JPMO will consolidate performance recommendations and develop award fee performance evaluation reports and presentations and will be the focal point for all formal discussions with contractor management on award fee matters. The JPMO will monitor, evaluate, and assess contractor performance through insight of performance based activities.
- C. EVALUATION PROCEDURES
1. Award Fee Evaluation Criteria
    - a. No later than 30 calendar days prior to the start of the ensuing evaluation period, the contractor may submit evaluation criteria recommendations to the contracting officer's technical representative for consideration and potential inclusion in the evaluation criteria. The recommendations must be within the general scope of the statement of work. Consideration will be given to the contractor's recommendations; however, it is the government's obligation to establish the evaluation criteria for each period.

- b. No later than 15 calendar days prior to the start of each evaluation period, the contracting officer will transmit to the contractor the evaluation criteria for the ensuing period.
- c. The criteria will identify the performance elements of particular importance which are deserving of special attention during the evaluation period. Paragraph G. of this plan delineates contractor proposed performance elements which the Government will include in the evaluation criteria for one or more evaluation periods. The evaluation criteria will not detail the entire spectrum of performance that will be evaluated in determining the performance score and award fee. Other pertinent factors included under the contract and general factors bearing upon overall contractor performance will be considered as the facts and circumstances of each period may require.

2. Award Fee Performance Evaluation.

- a. The contractor will be apprised by the JPMO of a general assessment of performance at the mid-point of the evaluation period and at such other times as it may be deemed appropriate.
- b. The JPMO will summarize its findings and recommendations into a performance evaluation report. Prior to transmittal to the Award Fee Board and the Fee Determination Official, a copy of the report will be provided to the contractor. No numerical score or adjective rating will be included in the report, but it will be formal in nature and will cover the contractor's performance over the entire evaluation period. The contractor will be offered five (5) calendar days to comment to the JPMO on the report and, if it so desires, submit additional data bearing on the evaluation. The contractor's written comments, if any, will be forwarded to the Award Fee Board and the Fee Determination Official with the final performance evaluation report.
- c. The final evaluation report to be transmitted by the JPMO to the Award Fee Board and the Fee Determination Official will include an adjective rating and a recommended performance score.
- d. The contractor may make an oral presentation to the Award Fee Board and the Fee Determination Official providing a self assessment of its demonstrated performance during the evaluation period. The presentation shall conform to the evaluation criteria set forth in the J-BOSC Award Fee Plan.

D. EVALUATION FACTORS AND WEIGHTED SCORING SYSTEM

1. Performance Evaluation Factor. The contractor's demonstrated performance will be measured against performance standards and metrics in order to balance subjective assessments with objective considerations. The government will evaluate major elements of contractor performance, such as managerial and business performance, efficiency and effectiveness of operations, safety, quality, communications and customer support, and develop a performance evaluation score (PES).
2. Subcontracting Performance Factor. The government will evaluate the contractor's effectiveness in meeting the small business subcontracting plan and will consider the quality as well as the quantity of work. The government will evaluate the contractor's management of subcontractor performance, as reflected in the effectiveness of subcontractor performance, efficiency of the management process and seamlessness of the interfaces, and develop a subcontracting performance evaluation score (SES).
3. Cost Control Evaluation Factor. The government will evaluate the contractor's cost management, managerial and business performance (Mod 107) and develop a cost control evaluation score (CES). The predominant consideration of this factor will be a measurement of the contractor's performance against the negotiated estimated cost of the contract for the evaluation period. This estimated cost may be adjusted to include the value of undefinitized change orders and for costs outside of the contractor's control.
4. Weighted Award Fee Scoring System.
  - a. Weights. A weighted scoring system will be utilized in determining contractor award fee. The performance evaluation factor's weight shall be 55%, the subcontracting performance factor's weight shall be 15%, and the cost control factor's weight shall be 30% for each evaluation period. Each evaluation factor will be scored against the period's criteria on a scale of 0-100. The numerical score for each factor will be multiplied by the weighting for that factor to determine the weighted score using the formula in paragraph c. below.
  - b. Performance Threshold. The contractor may earn up to the maximum cost score only if the weighted average\* numerical score for the performance evaluation factor (PES) and the subcontracting performance evaluation factor (SES) is "81" or above. Average scores falling within the range "61" to "80" will permit the contractor to be rewarded for cost control, but not at the maximum cost control score, to the degree that the contractor prudently managed costs while meeting contract requirements. The contractor shall receive a score of zero (0) for cost control if the weighted average numerical score for performance evaluation and subcontracting performance is less than "61" or if the contractor significantly overruns costs within its control. The contractor is not limited to cost control scores

of zero (0) if overruns are insignificant; however, cost control scores will decrease sharply as overruns increase.

\* Note: Weighted average numerical score is determined by multiplying the raw numerical scores for performance evaluation by 55 and for subcontracting performance by 15 and dividing the sum of those two products by 70.

- c. Score Calculation. The definitions and formula used to determine the total performance score and resultant award fee are as follows:

Definitions

Weighted Evaluation Score	=	WES
Performance Evaluation Score	=	PES
Performance Weight (55%)	=	PW
Subcontracting Performance Eval Score	=	SES
Subcontracting Weight (15%)	=	SW
Cost Control Evaluation Score	=	CES
Cost Weight (30%)	=	CW

Formula

$$WES = (PES) (PW) + (SES) (SW) + (CES) (CW)$$

E. AWARD FEE PERFORMANCE DETERMINATION

After consulting with the Board of Directors of the Award Fee Board and the JPMO, the Fee Determination Official shall make a final, unilateral performance score and award fee determination. Generally, the Fee Determination Official will make the award fee determination within 45 days from the end of the period being evaluated. The Fee Determination Official’s unilateral determination shall not be subject to the clause of this contract entitled “Disputes” and there are no provisions for additional appeal rights. After receipt of the Fee Determination Official’s award fee determination letter, the Contracting Officer shall promptly prepare a contract modification reflecting the award fee adjective rating, performance score, and award fee earned.

F. NUMERICAL SCORES, ADJECTIVE DEFINITIONS AND AWARD FEE SCALE

- 1. Numerical Scores and Award Fee Scale. The Fee Determination Official may award numerical scores from a range of zero (0) to 100. Weighted evaluation scores of zero (0) to 60 earn zero percent of available award fee for that evaluation period. Weighted evaluation scores of 61 and greater have a linear relationship to the percentage of award fee earned for that evaluation period. For example, a numerical score of 85 would earn 85% of available award fee for that evaluation period.

2. Adjective Rating, Definitions and Numerical Range. The following adjective ratings, definitions and numerical ranges shall be used to define the various levels of performance under the contract:

<u>NUMERICAL RANGE</u>	<u>ADJECTIVE RATING</u>	<u>ADJECTIVE DEFINITION</u>
91 - 100	Excellent	Exceptional performance; exemplary performance in a timely, efficient, and economical manner; very minor (if any) deficiencies with no adverse effect on overall performance
81 - 90	Very Good	Very effective performance; fully responsive to contract requirements; contract requirements accomplished in a timely, efficient, and economical manner for the most part; only minor deficiencies
71 - 80	Good	Effective performance; responsive to contract requirements; favorable results; reportable deficiencies with minor identifiable effect on overall performance
61 - 70	Satisfactory	Adequate performance; responsive to most contract requirements; adequate results; reportable deficiencies with identifiable effect on overall performance
60 and below	Poor/Unsatisfactory	Inferior performance; does not meet contract requirements in multiple areas; remedial action required in multiple areas; reportable deficiencies with detrimental effect on overall performance

G. CONTRACTOR PROPOSED PERFORMANCE ELEMENTS

The following performance elements will be included in appropriate award fee evaluation criteria for appropriate period(s):

- Reduction of 20 trailers from the J-BOSC real property list assigned at contract start – Award Fee Period #1
- Implementation of OSHA Voluntary Protection Program
  - establish agreement with OSHA – Award Fee Period #1
  - VPP OSHA compliance -- Award Fee Period #2
  - maintain VPP OSHA compliance – Award Fee Period #3 and beyond
- Initiatives/innovations derived in the Transformation Office
  - complete waste water optimization feasibility study – Award Fee Period #2
  - complete consolidation of shops resulting in disposition/reassignment of 91,510 square feet of Government facility space – Award Fee Period #2

